

Local Govt. Service

W.S. Jones

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*Journal of the National Association
of Local Government Officers*



IN THIS ISSUE

Census, 1951
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conference agenda

BRITAIN'S FESTIVAL YEAR



Many places in Britain will be looking brighter in 1951, for in this Festival Year the whole of Britain goes on show to the world and to itself. Throughout the kingdom some 1800 local authorities and their officers have been doing a vital job for the past two years, ensuring that their cities, towns and villages play their full part in the Festival of Britain.

Local efforts ranging from arts festivals to village fetes, from exhibitions to sheepdog trials, from carnivals to bonfires, from permanent buildings to tree-planting, from clearing bomb rubble to repainting the Town Hall—all these are essential to the great Festival scheme.

Let's complete our national spring-cleaning; let's put the finishing touches to our villages, our towns and our cities; let's be bright with flags and flowers, and gay in spirit. Let the world see Britain at her best this Festival year.

FESTIVAL OF BRITAIN

May 3—September 30

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Pay—and prospects

NALGO'S CLAIM for higher pay for its members in all services is rapidly reaching its climax. By the time these words are read, members in local government should have heard the results of the negotiations on their behalf. As we write, discussions are still in progress—they were continued at an all-day meeting of the National Joint Council executive on April 12—and are still confidential, both sides being determined not to risk prejudicing agreement by premature disclosures. But there was strong hope that agreement would be reached at a meeting of the full Council called for April 24, after we had gone to press, and would be announced immediately thereafter.

Simultaneously, negotiations are proceeding in the other services. The negotiating committee for health service staffs met on April 17, and arranged to meet again on April 28. A similar committee of the electricity N.J.C. was to hold its first meeting on April 27. The N.J.C. for gas staffs considered the claim on April 5, and is to meet again early this month. In the transport field, the N.J.C. for docks and inland waterways staff is to hold a special meeting on May 7 to consider the claim on behalf of its clerical, supervisory, engineering, professional, and technical officers. Municipal passenger transport staffs will, of course, be covered by the decision in respect of local government officers, while the claims on behalf of the employees of company-controlled undertakings, for whom there is no negotiating machinery, are being dealt with by individual application.

In the meantime, the economic situation continues to deteriorate. The Government's Economic Survey for 1951 makes it clear that "at best we face in the immediate future a decline in the rate of increase in the national output, a worsening of the balance of payments, a fall in supplies of some consumer goods, and a continuing rise in prices," and that this state of affairs must continue, if not worsen, so long as international tensions, and the consequent need for rearmament, remain unrelieved.

What is to be our policy in such a situation? The

Chancellor gave little positive guidance in his Budget speech. Though warning that we could not afford to cast aside the restraints of the last few years, he rejected a return to a complete wages freeze, preferring, as he said, "to trust the established systems of wage negotiations to avoid a rapid and damaging upward spiral of incomes, costs, and prices." He recognised that "a large proportion of wage earners has recently secured advances" and that "most of us would not wish to see the wages of the low-paid workers held down while prices were going up." But "we must beware of going too far," since "increases in wages and salaries beyond what is justified by the growth of productivity . . . push up prices still further."

Today, it is fair to say, most NALGO members are, in relation to the responsibilities and communal value of their work, among the "low-paid workers." In local government, and to a large extent in the other services, they have had little increase since 1946. In the same period, as figures published in the "Ministry of Labour Gazette" have shown, the average earnings of some six million manual workers in industry have increased by approximately 26 per cent—from 90 to 140 per cent above their 1938 level. It is necessary to use these figures with caution. They relate to total earnings, and not to wage rates (which have increased by only 77 per cent since 1938), and thus represent the combined effect of many factors, including overtime, weekend and night shift working, the extension of systems of payment by results, and increased output. Moreover, some of the industries concerned were shockingly underpaid before the war, while all work longer hours than do salaried public servants.

Nevertheless, making allowance for all these factors, the figures do imply that NALGO's claim for an increase on current salaries is justified and involves no conflict with national needs. The figures imply, too, that we shall have every justification in seeking further improvements should the cost of living rise still higher. That the National Executive Council is fully alive to the situation is made clear in the notice of motion it has tabled for the Conference agenda, seeking authority "to take every possible step to safeguard the salary standards of members in all services covered by the Association." If this resolution is vague, it is deliberately so, for at this stage, when the current claims are all in process of negotiation, and the future remains uncertain, it would be folly to commit ourselves to rigid and specific demands. A fluid situation calls for the utmost flexibility in tactics, and the only sensible policy for the Association is to elect leaders possessed of vision, statesmanship, and drive and to leave them free to adopt whatever strategy circumstances demand.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association.



Out for the count. But well beyond ten. A form for every household, a name and address on every form, meant three hours a night, for four nights, for enumerator Brenda Coleman. At the end, a cheque for about £12, but it took a deal of earning.



C-Day prelude. The registrar's briefing. Deliver, collect, check, and number all forms; summarise in 20-page report; complete record cards for visitors and those working outside the area; make a one per cent sample of returns; and presto! the job's done. Difficult? No, but it's tedious.

Out for the count

by W. V. STARK

THE success of any campaign depends on the efficiency of those in the field. The smooth running of last month's census depended in the main on the enumerators appointed by the Registrar-General to visit every householder at his doorstep—50,000 of them, of whom more than half were local government officers. They were directed by 1,200 census officers—the local registrars of births and deaths—and 400 census advisory officers, usually the superintendent registrars. The main part of the initial work of the census was, therefore, done by NALGO members.

Your census story

Every census enumerator must have encountered at least one human incident, grave or gay, that is worth re-telling. We offer a prize of £1 1s. for the best received by May 11, and 10s. 6d. for all others published. Address stories (maximum length 150 words) to the Editor, "L. G. S.," 1, York Gate, London, N.W.1.

S. M. J. SUFFIELD, deputy superintendent registrar for West Ham, keeps the records of a registration district of an area of about two and a half square miles. He estimated the population at 80,000 and calculated that he would require 63 enumerators to canvass all the homes. Last December, he selected his team of enumerators. They included 32 local government officers. He made sure that they knew the district, and prepared a small street map for each.

BRENDA COLEMAN, secretary of Wanstead and Woodford branch of NALGO, was an ideal enumerator, whose pleasant personality considerably eased her door-to-door work. There were a few questions to ask householders about the rooms they used, but to keep to the schedule the time spent at each door had to be limited. NALGO's photographer, when he was not sheltering from the rain which continued throughout the week of the canvass, went with Miss Coleman to see how hardly she earned the £12 paid for the job.

Her initial canvass, embracing 290 houses, was spread over four nights, and on the Monday after the census she started collecting the forms at 9 a.m. and had more or less finished by 10 p.m. An hour on Tuesday evening rounded up the odd forms not obtainable the day

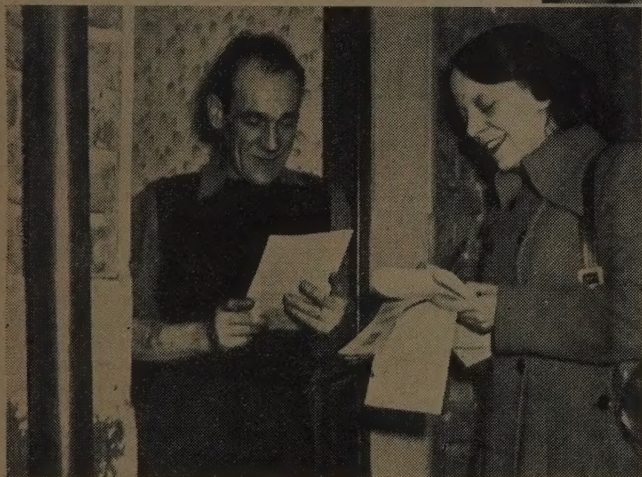
before. Her district was small and thickly populated, and she was glad that she hadn't to go miles across country, or climb hundreds of stairs in blocks of flats, as so many other enumerators had to do. The canvass finished, she settled down at home to enter particulars of each form in the enumerator's report book, and complete a postcard—to be sent to the Registrar-General—for every visitor to the district and for everyone living there but working outside.

After she had completed the job, she returned the forms to Mr. Suffield, who had three weeks in which to check the work of his enumerators, prepare a summary of the returns, collate the sheets for a one per cent sample to be used for preliminary analysis, and send the information to the Registrar-General.

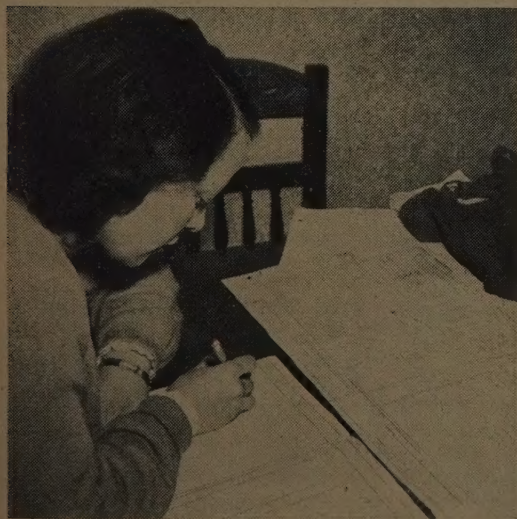
Altogether, quite a task. But Miss Coleman's only comment when it was finished, was: "Well, that was one job that I got equal pay for, anyway."



Pathfinders. A "beat" with eight roads, 290 houses, meant 290 garden gates to open and close, 290 garden paths to pace, 290 door knockers to knock, or bells to ring. And all to be done again before the forms were safely gathered in. Walking 15 miles, mostly in heavy rain, demanded interest and enthusiasm. Both were there.



Front-door friendship. There were bound to be one or two questions, and they were bound to be answered clearly, concisely, quickly. Be "courteous and conciliatory," they said. Her tact meant another satisfied "customer."



Pavement parley. The washing just had to wait. Practically everybody showed a real interest, few displayed any indifference to the job which, sooner or later, will benefit all.

Last lap. Back to "homework." Forms checked, queries disposed of, the enumerator makes her report to the registrar. Only when that is done can she sit back, well satisfied with her part in the 1951 tally of "the countable millions."

Highlights from the Annual Report

NALGO'S ANNUAL REPORT for 1950, published last month, is the biggest in the Association's history—recording, in 314 pages and 130,000 words, continued progress in practically all the Association's manifold activities.

Shortage of paper and high costs of printing have again made it impossible to send more than a few copies to each branch. But a further 6,000 copies of an abridged version are being printed, and it is hoped that every interested member will be able to borrow a copy from his branch secretary. In the meantime, here are some "highlights" from the report.

Among many other achievements during the year it records, the Association has :

- ★ Increased its membership by 7,795 to the record total of 197,056 and the number of its branches by 46, to a total of 1,269.
- ★ Submitted claims for all-round increases in salary for all its members, supporting the claim in respect of the local government service with a press campaign which secured more than 6,000 column-inches of space in more than 700 newspapers and periodicals.
- ★ Completed proposals for the adaptation of the Association's machinery and finances to give all sections of members a voice in the determination of policy and to build up a reserve fund of £500,000.
- ★ Continued, in association with 75 other trade unions and professional bodies, to press for adoption of the principle of equal pay for equal work throughout the services it represents.
- ★ Urged upon the Home Secretary the need for immediate enactment of a statutory code of staff welfare, similar to that for factory workers.
- ★ Pressed the Government for action to secure the make-up of civil pay, preservation of pension rights, and reinstatement of reservists called up for service in the armed forces.
- ★ Continued preparations for the revision and improvement of schemes of conditions of service, for submission to the various National Joint Councils upon which it is represented.
- ★ Examined 59 Parliamentary Private Bills and Provisional Orders, taking action wherever their provisions appeared likely adversely to affect the interests of members.
- ★ Helped to secure the recognition of tuberculosis as an industrial disease in respect of officers, such as nurses and laboratory workers, who are exposed to infection in the course of their work.
- ★ Gave legal assistance to 1,164 members on matters relating to superannuation, compensation for loss of office, con-

ditions of service, libel, slander, accidents, and miscellaneous matters.

- ★ Held three summer schools, one in Holland, and district weekend schools.
- ★ Continued the reorganisation of the NALGO Correspondence Institute, greatly extending the range of its examination courses, and increasing the number of students to over 1,600.
- ★ Provided holidays for 9,028 holiday-makers at its two holiday centres.
- ★ Assisted or maintained, through its Benevolent and Orphan Fund, 216 members and 554 widows of members at a cost of £34,632, lent £2,014 to members or their dependants in financial distress, and spent a further £3,652 on seaside holidays for beneficiaries, £1,428 on Christmas hampers, and £2,347 on birthday gifts to the children of members who lost their lives in the war.
- ★ Accommodated 804 members at its convalescent home at Bournemouth.
- ★ Advanced, through its Building Society, £828,307 to enable 629 members to buy their homes.
- ★ Issued, through its insurance company, 839 life policies, 2,045 fire and household insurances, and 1,544 motor insurance policies, and advanced £10,576 to enable members to buy motor vehicles.
- ★ Paid, through its Provident Society, £25,306 in sickness benefit to 2,913 members.

FOR LOCAL GOVERNMENT STAFF

The Association :

- ★ Secured recommendations on grading for mental health workers, librarians, education welfare officers, and transport inspectors.
- ★ Secured improvements in the provisions for subsistence allowances for "travelling" or "outside" officers.
- ★ Obtained from the National Joint Council a recommendation for abolition of the marriage bar and reiteration of a previous recommendation to local authorities to establish local joint committees.
- ★ Negotiated an improved scheme of motor car allowances.
- ★ Agreed revised salary scales and conditions of service for superintendents and matrons of local authority institutions and children's homes.
- ★ Negotiated improvements in the Charter in respect of sick pay.
- ★ Agreed a comprehensive revision of the promotion examinations.
- ★ Negotiated improved gradings and conditions for miscellaneous officers.

- ★ Took part with other organisations in the negotiation of improved salaries for chief officers.

FOR ELECTRICITY STAFF

The Association played a major part in :

- ★ Negotiating a comprehensive agreement covering salaries and service conditions for officers in the administrative and clerical grades and continued discussions on negotiating machinery for management and higher executive staff.

FOR HEALTH SERVICE STAFF

The Association assisted in :

- ★ Negotiating, in the General Council for the Health Service, agreements in respect of maternity leave, the constitution of hospital staff consultative committees, leave for volunteers for the auxiliary armed forces, regional appeals committees, and abolition of the marriage bar.
- ★ Negotiating, in the Administrative and Clerical Staffs Council, salary scales for senior administrative staff of hospitals.
- ★ Negotiating, in the Nurses and Midwives' Council, revised salary scales for nursing assistants in mental hospitals and mental deficiency institutions, non-resident nurses and midwives in the public health service, and senior hospital nursing staff.
- ★ Negotiating, in the Professional and Technical Staffs Councils, agreements on working hours, sick pay, London "weighting," and salaries of dispensing assistants (the last after reference to the Industrial Court).

FOR GAS STAFF

The Association played a major part in :

- ★ Negotiating an agreement on salaries and conditions for clerical staff.
- ★ Setting up a National Standing Joint Committee for intermediate grades and in negotiating salaries and conditions of service.
- ★ Discussions on the establishment of a National Joint Council for senior officers.

FOR TRANSPORT STAFF

The Association assisted in :

- ★ Negotiating interim rates of pay and conditions for staff of waterways divisions.
- ★ Concluding agreements on pay and conditions with six "company" road transport undertakings, and beginning negotiations with a further seven.

Amendments to conference agenda

WITH THE receipt of amendments to the notices of motion published in last month's journal, the agenda for the Association's Annual Conference, to be held at the Winter Gardens, Blackpool, from June 12 to 15, is now complete.

The amendments are published below, with the notices of motion to which they relate or an explanatory footnote. Notices of motion to which no amendment has been tabled are not reproduced. Amendments to those sections dealing with the report and scheme on Adaptation of Association Machinery and the supplementary report and scheme on finance which were published last month, are not repeated.

The agenda is subject to co-ordination and consolidation by the agenda committee, and copies of the final document will be sent to delegates towards the end of this month.

Annual Report paragraph 11—Salaries —General Division

Amendment by Hertfordshire County Branch: This Conference cannot accept that item No. 11 of the Report of the National Executive Council is an adequate answer to the motions and amendments on general division salary scales referred to it for action by the 1950 Conference and therefore directs the National Executive Council to submit its revised Scheme of Conditions of Service to the N.J.C. forthwith.

Annual Report paragraph 16—salary scales

Amendment by Hertfordshire County Branch: This Conference cannot accept item 16 of the Report of the National Executive Council in that it is indicative of a preference for delaying tactics rather than for active pursuance of the directions of Conference. The National Executive Council is therefore directed to pursue its admitted policy of increasing increments, suitably amalgamating grades, and establishing equal pay by submitting the revised scheme of conditions of service to the N.J.C. forthwith.

Trade union membership

9. National Executive Council: That this Conference affirms the need for 100 per cent membership in all fields of the Association's activity and calls upon district committees to review membership

in their areas and all branches to recruit all non-unionists.

Amendment by Manchester Gas Branch: Delete all words after "upon" in line 4 and substitute: "the National Executive Council to initiate an energetic campaign through the district committees and branches to achieve this objective."

Amendment by Somerset Branch: Delete "recruit" in line 6 and substitute "work for the recruitment of."

Amendment by Acton Branch: Delete "non-unionists" at the end of the motion and substitute "non-members" add: "and to assist this, instructs the National Executive Council to take immediate steps to withdraw from any agreements they have with other unions under which those unions may refuse to release from membership officers who are qualified to join the Association and wish to do so."

Amendment by Rochdale Branch: That this Conference, whilst confirming the need for 100 per cent membership in all fields of the Association's activities, is opposed to compulsory membership as a condition of service and recommends that the Association should publicly declare its opposition to the "closed shop" principle.

11. North Riding County Officers' Association: That the National Executive Council should advise all members of the Association, in any similar case to that which has arisen in the county of Durham, not to disclose whether or not they are members of a trade union.

Amendment by Devon Branch: That the word "shall" be substituted for the word "should" in line 3.

Affiliation to the T.U.C.

13. Burnley and District Branch: That this Conference again instructs the National Executive Council to test the feelings of members on the question of affiliation to the Trades Union Congress, and, in the event of a majority of members being in favour, to apply immediately for the Association's affiliation thereto.

Amendment by Southend-on-Sea Branch: After the words "majority of" in line 6 insert "two thirds of."

Amendment by Dunbartonshire Branch: On line 6 after the words "members" insert "voting."

Amendment by Cheshire County Branch and South West Sussex Gas Branch: At the end of the motion add "and in the event of the vote being against, the question of affiliation be not raised for a period of 5 years from the date of this Conference."

Whitleyism

15. National Executive Council: That this Conference re-affirms its belief in Whitleyism as the best means of establishing and maintaining, in all respects, the status and standards of the professional, administrative, technical and clerical staffs in the employ of local authorities and public corporations, as members of recognised public "services."

Amendment by Lancashire County Branch: After the word "technical" in line 6 insert "miscellaneous." After "local authorities" in line 7 insert "nationalised services."

Amendment by Manchester Gas Branch: At the end of the motion add "but, not satisfied that full use is being made of the machinery, calls upon the National Executive Council to take vigorous action at all times to utilise every aspect of Whitleyism for the satisfactory settlement of the wages and conditions of service of all the Association membership."

Amendment by South Western District Committee: Add: "and instructs the National Executive Council to expedite the forming of Whitley machinery in those fields of the Association where it does not now exist."

Amendment by Shipley Branch: After "That" in line 1 insert "whilst." At the end of the motion add: "the National Executive Council be instructed to review the operation of the existing machinery."

Amendment by Liverpool Branch: At the end of the motion add: "but instructs the National Executive Council to take steps, through the recognised channels, to effect a speed-up in the Whitley machinery and methods."

Amendment by South Western District Committee: Add: "and instructs the National Executive Council to endeavour to find ways and means of expediting negotiations in the National Joint Councils."

Amendment by Birmingham Municipal Officers' Guild: Delete all words after "Whitleyism" in line 3 and insert: "instructs the National Executive Council to examine as a matter of urgency the practice thereof, and to consider what action be taken to establish a more expeditious mode of conducting negotiations."

Amendment by Chislehurst and Sidcup Branch: Add: "but deplores the slow working of the Whitley machine which, if allowed to continue, is likely to bring the whole principle of Whitleyism into disrepute. This Conference, therefore, instructs the National Executive Council forthwith to take such action as may be necessary to secure quicker results from the operation of the Whitley machinery."

Amendment by Coventry Branch: Add: "but views with grave concern the method of negotiation adopted by the employers' side of certain National Joint Councils and the failure of some authorities to implement the decisions of certain National Joint Councils."

Amendment by Islington Branch: Add: "but, in view of the fact that Whitleyism depends on the goodwill of both sides, instructs the National Executive Council to investigate and report on the extent and adequacy of further measures available to the staff side when the employers in negotiations adopt an unreasonable attitude or delaying tactics."

Amendment by Devon Branch: That, despite recent experience, this Conference reaffirms its belief in Whitleyism as the best available means of establishing and maintaining the status and standards of staffs of local authorities and public corporations, provided that negotiations are conducted with an equal sincerity of purpose.

Political propaganda

16. Inglewood (Sevenoaks) Branch: That this Conference notes with grave concern the reference appearing in the editorial of "Local Government Service," Vol. 26, Nos. 7 and 8, to Communist propaganda within NALGO, and urges all branches to take positive steps to implement the editor's suggestion that they (branches) "... should be on their guard against this [Communist attempt to divert the legitimate grievances and demands of members to their own ends] danger, keep Communists and Communist propaganda at arm's length, and allow no hint or suspicion of ulterior motives to besmirch or misdirect what is a clear, straightforward and honest policy."

Amendment by Barking Branch: Delete "with grave concern" in line 2; delete all words after "and" in line 6 and insert "re-affirms the Association's policy to oppose any political discrimination within the Association."

Amendment by Glasgow Branch: Delete all words after "NALGO" in line 6 and insert "and reiterates NALGO's traditional standpoint of avoiding party politics within the Association."

Amendment by Glamorgan Branch: Delete all words after "steps to" in line 7 and substitute "counteract the activities of the Communist Party."

Amendment by Islington Branch: That this Conference notes with grave concern the reference to and comments appearing in the editorial of "L.G.S." V. 26, Nos. 7 and 8, on alleged communist propaganda within NALGO, and re-affirms NALGO's traditional standpoint in regard to politics, i.e. that while NALGO is not concerned with political opinions held by individual members, NALGO, as such, has no political views.

We regret that the exceptional number of amendments to the Conference agenda has compelled us to exclude some regular features and drastically to condense other contributions.

Salaries—publicity campaign

18. National Executive Council: That this Conference acknowledges with appreciation the contribution made towards the publicity campaign in support of the salaries claim by district committees, branches and individual members; and that, recognising the imperative need for the Association to possess a nation-wide and efficient public relations organisation to continue the work thus begun and to meet similar contingencies in the future, reaffirms the public relations policy adopted at the 1949 Annual Conference and, in particular, calls upon every branch and district committee to review its public relations arrangements and vigorously to pursue a continuous programme of public relations.

Amendment by Metropolitan District Committee: Delete all words after "members" in line 6 and add: "and that, with a view to keeping members fully and regularly informed on the work of the Association in all spheres, calls upon the National Executive Council, district committees and branches, to review public relations arrangements and vigorously pursue the continuous programme with special emphasis and particular reference to priority No. 1 of the Association's public relations policy, namely, "Public relations for NALGO directed towards the members."

Salaries—cost of living

22. National Executive Council: That this Conference views with concern the effect of the continued rise in the cost of living and authorises the National Executive Council to take every possible step to safeguard the salary standards of members in all services covered by the Association.

Amendment by Barking and Smethwick Branches: Delete the word "authorises" and insert the word "instructs."

Amendment by Islington Branch: Substitute "instructs" for "authorises" in line 4 and add at the end of the motion "and to press immediately for a revision

of the National Charter salary scales so as to provide for remuneration to be adjusted at least to keep pace with the increase disclosed in the Index of Retail Prices compiled by the Ministry of Labour."

Amendment by Hertfordshire County Branch: Delete "authorises" in line 4 and substitute "directs." At the end of the motion add "and to notify the Minister of Health that the Association will in future be bound to preserve the relative position of its members in the structure of the nation by a continuous campaign for pay increases until such time as the central government effectively controls the cost of living."

Amendment by Middlesbrough and Smethwick Branches: After the word "safeguard" in line 6 add the words "and improve."

24. Haywards Heath and District Hospitals Branch: That this Conference, aware of the disturbing rise in the cost of living, would view with strong disapproval the acceptance of any offer made by the management side of the National Joint Council, or appropriate Whitley Council, which was substantially less than the 20 per cent salaries increase claimed, or which imposed unfair conditions in return for a salaries increase. (That this Conference realises that by the time the increase is announced the full 20 per cent will be an urgent need of all members, and that the acceptance of substantially less would be a serious handicap in making a further claim for a considerable period.

Amendment by Wanstead and Woodford Branch: Delete the word "substantially" in line 8; delete all words after the word "members" in line 14.

Amendment by Preston Hall Hospital Branch: In line 8 delete the word "substantially." In line 14 delete all words after "members" and insert "and that included in the agreement should be a clause that the claim represents the increase in the cost of living between the date of last previous agreements and October 1, 1950."

Appointment of juniors

25. Salford Branch: That this Conference urges the National Executive Council to press that the minimum standard for the admission of juniors to the service shall be strictly observed, and that all junior entrants shall, in future, be subject to an examination qualification not less in standard than that specified in Part I, paragraph 2, of the Charter, or any amendment thereof.

The relevant part of paragraph 2 reads: The standard of the qualifying examination shall be not less than that in force under the School Certificate Examination.

Amendment by Devon Branch: Delete the word "urges" and substitute the word "instructs" in line 2. Delete the remainder of the sentence after the word

"qualifications" in line 7 and substitute "and that the National Executive Council consider the standard of this qualification in the light of the requirements of the new general certificate of education."

Amendment by West Cornwall Branch: Delete the word "strictly" in line 5 and insert the words "as far as possible" after the word "observed" in line 5.

Amendment by Glasgow Gas Branch: That this Conference instructs the National Executive Council to press that the admission of juniors to the local authority and public utility services shall be by way of a qualifying examination of not less standard than that in force under the School Certificate Examination."

Post-entry training

26. Lindsey County Officers' Branch: That this Conference deplores the action of the National Joint Council in not fixing a date for the operation of the scheme of financial assistance towards the cost of post-entry training as adopted by the National Joint Council on July 26, 1949, and requests the National Executive Council to press for an operative date to be fixed as early as possible.

Amendment by Solihull Branch: Delete all words after "July 26, 1949" in line 7 and substitute: "and in not providing safeguards for officers of those authorities which have already adopted the Scheme and who have already incurred expenditure on a course of study at the date of the coming into operation of the Scheme, and instructs the National Executive Council, through its representatives on the National Joint Council, to press for agreement on these two matters as early as possible."

Amendment by Denbighshire County Branch: Add: "after which date the provisions of paragraph 29 of the Scheme of Conditions of Service—Recognition of Examination Successes, paragraph 1—shall cease to be effective."

Paragraph 29 provides that staff gaining recognised intermediate or final examination diplomas should receive a grant of £15 for the former and £30 for the latter, unless possession of the particular diploma is a condition of the appointment.

Amendment by Glasgow Gas Branch: That this Conference declares its unqualified support for the policy of financially-assisted post-entry training schemes for the local authority and public utility services and directs the National Executive Council to take the action necessary to secure the implementation of such policy as speedily as possible.

Overtime

28. Brighton Branch: Delete—"chief officers and their deputies and other comparable officers as well as" in paragraph 10 of the Charter. The Clause will then read: "Officers with basic salaries in excess of £495 shall not be eligible for overtime payments."

Amendment by Southend-on-Sea Branch: Delete "£495" in line 6 and substitute "the maximum of grade V."

32. Scottish District Committee and Glasgow Branch: That this Conference instructs the National Executive Council to take all necessary steps to achieve augmented overtime rates for Sundays and public holidays.

Ancillaries Annual Meetings

NOTICE is hereby given that the annual general meetings of the NALGO Provident Society (No. 1580—London), the NALGO Building Society (No. 804B—London), and the National and Local Government Officers' Mutual Insurance Association, Ltd. = LOGOMIA (No. 2898 R—London), will be held at the Winter Gardens, Blackpool, to consider the following agenda:

Nalگو Building Society, Tuesday, June 12.

Minutes of last meeting; report of the committee of management; financial statement for 1950; appointment of auditors; election of four members of committee of management; and general business.

Nalگو Provident Society, Wednesday, June 13.

Minutes of last meeting; election of committee of management and a trustee; annual report, financial statement and balance sheet; appointment of auditor; notices of motion re declaration of bonuses under Tables II and IV; alterations of rules Nos. 3 (1)(a), 10 (1)(a), 11 (5), 15 (5)(c), (f) and (h), 19 (2)(a), 34 (b), and Tables II, III and IV; and any other business.

Logomia Thursday, June 14.

Minutes of last meeting; annual report and accounts; bonus declarations; election of two members of the board of management and an auditor; and any other business.

All three meetings will commence at 4.30 p.m. Copies of the agenda, report, and financial statement of N.B.S. and N.P.S. will be circulated to branches later, and may be obtained by individual members of the ancillary concerned on application to the secretary at 1, York Gate, London, N.W.1. The LOGOMIA agenda will be sent to all shareholders.

Amendment by South West Sussex Gas Officers' Branch: Add: "for all members covered by the Association."

33. West Hartlepool Branch: That this Conference instructs the National Executive Council to seek a reduction in the number of hours to be worked at plain time rates of salary, and, more particularly, to seek improved rates of pay for time worked on Saturday afternoon and

Sunday, irrespective of the number of hours worked during the week.

Amendment by Brighton Branch: Delete the words "to seek . . . more particularly" in lines 3 to 5.

34. Hyde Branch: That this Conference instructs the National Executive Council to negotiate for the following amendments to paragraph 10 of the Scheme of Conditions of Service:

Remove (b) to (c) and substitute:

- (b) Overtime to rank for payment after completion of half an hour and all completed quarter hours to be paid for.
- (c) Payments to be at the rate of 1½ plain time rates of salary for the first 2 hours; 1½ plain time rates thereafter; 1½ plain time rates for Saturday afternoon; 2 plain time rates for Sunday.
- (d) All officers other than chief officers to be eligible for overtime payments.

Amendment by Wanstead and Woodford Branch: Delete the 6th line and substitute: "Delete (b) to (d) inclusive and the last paragraph thereof and substitute"

Amendment by Leeds Municipal Officers' Guild: At the end of paragraph (c) add "and Bank Holidays."

Amendment by Gateshead Branch: In paragraph (c) add "two plain time rates for hours worked between midnight and 6.0 a.m."

Amendment by Warwickshire County Branch: Delete paragraph (d) and substitute:

"(d) All officers in receipt of salaries exceeding the maximum of APT IV shall not be eligible for overtime payment."

Amendment by Glasgow Gas Branch: That this Conference hereby adopts the following policy in regard to all overtime worked by staffs of the local authority and public utility services and instructs the National Executive Council to adopt the requisite measures to implement this decision:

1. Overtime to rank for payment after completion of half an hour and all completed quarter hours to be paid for;
2. Payments to be at the rate of 1½ plain time rates of salary for the first 2 hours; 1½ plain time rates thereafter; 1½ plain time rates for Saturday afternoon; 2 plain time rates for Sundays and Public Holidays.

Annual leave

35. Crosby and District Branch: That in addition to the present basic annual leave, as laid down by the Scheme of Conditions of Service for local authorities' services, all officers who have completed 15 years' local government or public authority service shall be entitled to one extra day

for every additional three completed years after 15 years' such service with a maximum entitlement of 24 working days, inclusive of basic and long service entitlement.

Amendment by Crosby and District Branch: Before the motion add: "That this Conference instructs the National Executive Council to press for the amendment of the existing leave entitlement for local government officers in the following manner: "

Amendment by Glasgow Gas Branch: Delete "Scheme" in line 3 and insert "various Schemes"; after the word "Authorities" in line 4 insert "and Public Utility."

Amendment by Salford Gas Branch: After "government" in line 6 insert "public authority service, or service with nationalised authorities."

Amendment by Preston Branch: Delete all words after "officers" in line 5 and substitute "shall be entitled to statutory, general national and local holidays of not less than 12 days."

36. Poole and District Branch: That this Conference instructs the National Executive Council to re-open negotiations with the National Joint Council for amendment of the general conditions of service in connection with annual leave so that Saturday shall be regarded as half a working day for the purpose of calculating days of holiday.

Amendment by Preston Hall Hospital Branch: After the word "Council" in line 2 insert "and appropriate Functional Councils of the National Health Service."

Amendment by Herne Bay Branch: Delete all words after the word "Council" in line 3 and insert: "to seek an amendment to the annual leave scheme as at present laid down in the Scheme of Conditions of Service in order that, as a matter of principle, annual leave is increased from the salary level at which overtime payments cease."

Amendment by Sheffield Municipal Officers' Guild: Delete all words after "so that" in line 6 and substitute: "two Saturdays included in an officer's holiday taken during the period May to September shall be regarded as half working days."

38. Hyde Branch: That this Conference instructs the National Executive Council to negotiate for annual leave in accordance with the following scale:

General Division: Under 21 years, 15 days; 21 years and over, 18 days.

Miscellaneous Division: Under 21 years, 15 days; Grades I to III, 18 days; Grades IV to VI, 21 days.

A.P.T. and Clerical Divisions: Grades I to III, Clerical and Higher Clerical, 18 days; Grades IV to VI, 21 days; Grades VII to X, 24 days.

Plus in each case one day for each completed five years of local government service.

Amendment by South Wales and Monmouthshire District Committee: That this Conference instructs the National Executive Council to negotiate improved scales of annual leave.

Amendment by Hackney Branch: Delete all words after "negotiate for" in line 3 and substitute "three days' addition to the present annual leave entitlement in all grades under the Charter."

Amendment by Southend-on-Sea Branch: Add: "Officers with territorial or similar volunteer reserve commitments to be granted 15 days' leave with pay in respect of their annual training period in addition to their normal leave entitlement under the Charter irrespective of what that entitlement may be."

Mileage allowances

39. Lancashire County Branch: That steps be taken to secure that provision is made in the scales of motor car mileage allowances for the payment of an additional allowance to an officer in respect of each passenger which he is required to transport in the performance of his duties.

Amendment by Somerset Branch: Add in line 5 after "in respect of" the words "equipment and/or."

Amendment by Southgate Branch: Add "and to negotiate car allowances for local government officers on the same scales as those applicable to electricity board officers."

Staff welfare

41. West Midland District Committee and Birmingham Branch: That this Association be requested to discuss, with other Federations representing non-industrial workers, the ways and means of obtaining the immediate enactment of a statutory code similar to that set up for factories, including such matters as proper working space, ventilation, lighting, underground rooms, washing facilities, etc.

Amendment by Hull and District Branch: Add: "That in the meantime the National Executive Council take every step possible with local authorities to safeguard the present position with regard to staff working conditions and where any adverse conditions do prevail it shall be the duty of the Association to take up the matters with the local authorities concerned."

Salaries—general division

42. Metropolitan District Committee and Barking Branch: That Conference instructs the National Executive Council to give such directions to the NALGO representatives on the National Joint Council as will effect a considerable improvement at the earliest possible

moment in the salaries laid down for the lower age groups in the General Division.

Amendment by Preston Hall Hospital Branch: After the word "Council" in line 6 insert "and the Administrative and Clerical Staffs Council of the National Health Service."

Amendment by Hackney Branch: Delete the words "for the lower age groups" in line 9.

47. Gateshead Branch: That this Conference instructs the National Executive Council to negotiate with a view to lowering the age at which officers in the General Division of the national scales of salaries reach their maximum salary, and to provide for men a minimum of £260 per annum at 21, and for women a minimum of £210 per annum at 21.

Amendment by Liverpool Branch: Delete all words after "salary" in line 6 and substitute: "and to provide a minimum of £260 per annum at 21 for both men and women."

48. Amendment by Liverpool Branch: In the first column of the table delete the word "Male" and substitute "Male and Female." Delete in toto column 3 of the table.

(The effect of this amendment would be to introduce equal pay for men and women into the scale of salaries set out in the notice of motion from Hyde branch. Members are referred to April "L.G.S.," page 417.)

Amendment by Salford Gas Branch: After "salaries" in line 2 insert "and the equivalent scales for nationalised services."

(The effect of this would be to instruct the National Executive Council to negotiate the proposed scales for the General Divisions in the nationalised services as well as the local government service.)

49. Amendment by Liverpool Branch: Delete in toto the whole of the table relating to females. Amend the caption of the male table to read "Males and Females."

Amendment by Halifax and District Branch: After the word "officers" in line 6 insert "of both sexes." Delete the scales for females and the heading "Males" from the remaining scale.

(The effect of these amendments would be to introduce equal pay for men and women into the scale of salaries set out in the notice of motion from the West Riding County Officers' branch. See April "L.G.S.," page 417.)

Amendment by Salford Gas Branch: After the word "officers" in line 3 insert "and equivalent scales for nationalised services." (see note to this branch's amendment to notice of motion No. 48.)

50. Amendment by Liverpool Branch : Delete all references in tables A and B to salary scales for females and alter the caption of the male scale in both tables to read "Males and Females."

(The effect of this amendment would be to introduce equal pay into the scales of salaries set out in the motion from Durham branch. See April "L.G.S.," page 417.)

Amendment by Derbyshire Branch : Delete the scale in section A and substitute :

Age	Male		Female	
	Salary	Annual Increment	Salary	Annual Increment
16	£60	£20	£28	16
17	180	25	144	20
18	205	25	164	20
19	230	25	184	20
20	255	—	204	—

Delete all words after the words "so that" in line 3 of the last paragraph, and insert "normally 5 years' service would be required before the maximum was reached. New appointments may be made within the grade, however, at the discretion of the local authority."

Section A. of the scales suggested in Durham County Branch's notice of motion reads :

A. Office youths, junior clerks and typists :

Age	Male		Female	
	Salary	Annual Increment	Salary	Annual Increment
16	£135	£20	£108	£16
17	155	20	124	16
18	175	20	140	16
19	195	20	156	16
20	215	—	172	—

Salaries—anomalies

51. Islington Branch : That in view of the regulations and syllabus published by the Local Government Examinations Board, this Conference instructs the National Executive Council to press for the removal of the unfavourable comparison of A.P.T. I with Clerical Grade which arises from the 1948 Arbitration award, provided that this will not detrimentally affect the Clerical Grade.

Amendment by Devon Branch : Delete the words "A.P.T. I" and substitute the words "the lower A.P.T. grades" in line 7.

"Weighting" for central London

52. Middlesex County Officers' Branch : That the National Executive Council be instructed to negotiate an additional "weighting" for staff employed in central London.

Amendment by Wanstead and Woodford Branch : Delete the word "central" in line 4.

Amendment by Acton Branch : Delete all words after "negotiate" in line 3 and substitute "increased London weighting."

Provincial "weighting"

54. Coventry Branch : That this Conference instructs the National Executive Council to instruct the staff sides of the National Joint Councils to negotiate for provincial "weighting," of an amount to be determined, to be applied to such large

towns and cities, together with their adjoining areas, as the staff sides may consider appropriate.

Amendment by Portsmouth Branch : At the end of the motion add "having regard to the claim submitted by the Civil Service Clerical Association."

55. Birmingham Branch : That the staff representatives of the National Joint Council be instructed to take steps to ensure that an appropriate percentage of London "weighting" be paid in the larger provincial towns where a similar differentiation applies in the civil service.

Amendment by Slough Branch : Delete all words after "in the" in line 5 and insert "provincial towns with a population of 60,000 and over."

Grading of special classes

56. Bexhill Branch : That this Conference regrets the absence from the grading of specialised classes of officers of members of the Institute of Housing and the Incorporated Association of Rating and Valuation Officers, and requests the National Executive Council forthwith to consult with those bodies and then negotiate standard salary scales for such officers.

Amendment by Chester City Branch : After the word "Housing" in line 4 insert "the Society of Housing Managers."

Long service increments

58. Liverpool Branch : That this Conference instructs the National Executive Council through the staff side of the National Joint Council to press for the inclusion of provision in the National Charter whereby awards for satisfactory service are made to those officers having not less than five years' service on the maximum salary of a graded post.

Amendment by Birmingham Municipal Officers' Guild : After the word "press" in line 4 insert "during 1951."

59. Sunderland Branch : That this Conference instructs the National Executive Council to negotiate for inclusion within the framework of the Scheme of Conditions of Service, of provision for the payment of bonuses, over and above the grade for the post, to officers over 21 years of age and having long service, and that the following scale be taken as a minimum for such scheme :

	Annual bonus
	£ s. d.
Over 5 years' service	7 16 0
" 10 " " " " " " " " " "	15 12 0
" 15 " " " " " " " " " "	23 8 0
" 20 " " " " " " " " " "	31 4 0

Amendment by Carmarthenshire Branch : Delete the words "over 21 years of age and" in line 7. Delete reference to 5 and



10 years' service and commence the scale at "For over 15 years' service." Add after "20 years' service":

	£	s.	d.
"For over 25 years' service	39	0	0
" " 30 " "	46	16	0
" " 35 " "	54	12	0

Annual reports on staff

60. *North Riding County Officers' Branch*: After the word "concerned" in line 18 of paragraph 24 of the Scheme of Conditions of Service insert "If a report contains any assessment which is unsatisfactory, and the whole of the report is not adverse, the officer concerned should be advised accordingly."

(The text of paragraph 24 was set out in full on page 418 of April "L.G.S.")

Amendment by Wanstead and Woodford Branch: After the word "assessment" in line 5 add the words "or remarks" and after the word "unsatisfactory" in line 3 add the words "or derogatory."

Establishment

61. *Liverpool Branch*: That this Conference instructs the National Executive Council through the staff side of the National Joint Council to press for an amendment to Para. 26 (b) of the Scheme of Conditions of Service for Administrative, Professional, Technical and Clerical Services to ensure that authorities' establishments are reviewed at intervals of not more than five years and that each such review shall revive the officers' original right of appeal.

Paragraph 26 (b) reads: *The establishment shall be reviewed at regular intervals, but shall not be varied except for urgent and necessary reasons.*

Amendment by Coventry Branch: Delete all words after "reviewed" in line 9 and add "annually."

Amendment by Wanstead and Woodford Branch: Delete the words "not more than five years" in line 10 and substitute "one year."

Amendment by Devon Branch: Substitute "three years" for "five years" in line 10.

Amendment by Hackney Branch: Add: "providing that such review shall not worsen any individual officer's existing conditions of service."

Amendment by Glasgow Gas Branch: That this Conference instructs the National Executive Council to take steps to secure that all establishments within the local authority and public utility services are reviewed at intervals of not more than five years and that each such review shall revive the officers' original right of appeal.

Promotion examinations

63. *Kent River Board Branch*: That in

view of the introduction of an entrance examination for junior entrants to the local government service, it is recommended to the N.E.C. that they should do everything possible to abolish the Clerical Examination and that although local government officers should be encouraged to obtain the appropriate qualifications for promotion within the A.P.T. grades, this should not be a bar to promotion.

Amendment by Kent River Board Branch: Delete the word "this" in the last line and insert "the absence of such qualifications."

64. *Kent County Officers' Branch*: That this Conference approves the new Administrative Examination as the appropriate qualification for senior administrative appointments, but is of opinion that the Final of this Examination or a recognised alternative should not be a condition of promotion at any level of the grading system, and instructs the National Executive Council to seek an appropriate amendment of paragraph 28 (b) of the Charter.

Paragraph 28 (b) provides, *inter alia*, that "An officer shall be eligible for promotion beyond the maximum of Grade A.P.T. IV only if he or she has passed the final Administrative Examination, or has secured such qualification as is recognised by the Local Government Examinations Board and approved by the National Joint Council as an alternative to it."

Amendment by Devon Branch: Substitute "Intermediate" for "Administrative" in line 2. Delete the remainder of the sentence after the word "appointments" and substitute: "but considers the standard of the Final examination far too high for promotion to grades V and VI. This Conference, therefore, instructs the National Executive Council to take immediate steps to rectify this matter by securing promotion to grade VI on successful completion" of the Intermediate examination."

Amendment by South Eastern District Committee and East Sussex County Officers' Branch: Substitute "an" for "the" before "appropriate qualification." Delete all words after "system" and substitute:

"It is further of opinion that the proposed segregation of the A.P.T. Grade into separate administrative, professional and technical channels is administratively impracticable, and can only serve to bring the whole scheme into disrepute, and that such segregation, if it were to be carried out, would militate against both the efficiency of the service and the professional aspirations of the officer. Conference therefore instructs the National Executive Council to seek an appropriate amendment of paragraph 28(b) of the Charter, and the complete withdrawal of the new principle of segregation of the administrative professional and technical sections of the A.P.T. grade which is set out in paragraph 4 of the booklet "List of Examinations Recognised for Promotion Purposes" issued by the N.J.C., and was

accepted by the resolution of the N.J.C. on January 17, 1951."

Amendment by Lancashire County Branch: Delete the words "the Final . . . grading system" in lines 6 to 9 and insert "qualifications, such as the D.P.A., C.I.S., and C.C.S., recognised in the original Charter, should rank as equivalent thereto."

66. *Amendment by Middlesbrough Branch*: For "15" in line 8 substitute "10"; for "and" in line 9 substitute "or"; and for "35" in line 10 substitute "30."

The effect of this would be to alter subparagraph (a) of the South Wales and Monmouthshire District Committee's notice of motion to provide:

That an officer who is in the service of a local authority on June 30, 1951, and who has, on or before that date, completed 10 years' continuous local government service or has attained the age of 30 years, shall not be required to sit the Intermediate or Final Administrative Examinations.

Appeals

68. *Gateshead Branch*: That the National Executive Council take steps to secure an amendment to paragraph 39 of the Scheme of Conditions of Service to ensure that where, in a review of an establishment by an employing Authority, the grading of a post is not varied, the officer shall have the right of appeal.

Paragraph 39 entitles an officer to appeal in the first instance to his employing authority and subsequently to the Provincial Council on any question as to his rights under the Scheme, including his grading within the salary scales, and provides that notice of appeal shall be given within three months of the date on which the officer is notified of the grading of his post.

Amendment by Rochdale Branch: Delete all words after "Service" in line 4 and substitute: "or to the National Joint Council decisions thereon of October 19, 1949 and October 18, 1950, to ensure that an officer has a right of appeal against the decision of an employing authority where such decision relates to:

(a) an application by that officer for a regrading of his post on the grounds of increased duties and/or responsibilities, whether such application was considered individually or in conjunction with a general review; or

(b) the grading of that officer's post in consequence of a general review under paragraph 26 of the Scheme where the grading of a previously similarly graded post has, without an alteration in the duties and/or responsibilities of such previously similarly graded post, been varied from that of the first post, whether such variation in the grading of such previously similarly graded post was the result of such general review or was the result of a decision arrived at prior to such general review but subsequently to the occasion when the two posts were placed on a similar grade."

Amendment by North Eastern District Committee : That the National Executive Council take steps to secure the establishment of machinery through the medium of the National Joint Council to decide the right of appeal in individual cases where, in a review of establishment, the grading of a post is not varied.

Amendment by West Cornwall Branch : That the National Executive Council take steps to secure an amendment to paragraph 39 of the Scheme of Conditions of Service to ensure that an officer shall have the right of appeal at any time.

Charter as a minimum

69. West Midlands District Committee and Coventry Branch : That this Conference reiterates the policy of the Association laid down in 1946, 1948 and in 1950, to regard the Charter as a minimum and deplores the action of the staff side of the National Joint Council in having departed from such policy.

Amendment by West Cornwall Branch : Delete all words after "minimum" in line 5.

Amendment by Poole Branch : Delete all words after "minimum" in line 5 and substitute "and instructs the National Joint Council (Staff Side) to negotiate on a bilateral basis for the acceptance of the Charter as a minimum."

Make-up of civil pay

78. Metropolitan District Committee and Middlesex County Branch : That the National Executive Council be instructed to press for immediate rulings or legislation to provide for the preservation of superannuation rights and for the "making-up" of service pay to Class Z reservists and others likely to be affected by any general call-up in the near future.

Amendment by Sheffield Municipal Officers' Guild : Delete all words after "for the" in line 5 and insert : "granting of leave with full pay to reservists called up for 15 days' training on the same basis as that granted to members of the Auxiliary Forces."

Amendment by Barking Branch : Delete the word "general" in the last line.

79. Amendment by West Cornwall Branch : Delete all words after "temporary" in line 3 of paragraph (d).

Paragraph (d) of the Weston-super-Mare Branch's notice of motion provides that, in the event of either partial or total mobilisation of service reserves, the Association would take vigorous action to ensure that "all temporary staff appointed to replace servicemen to be informed that appointment is temporary, and given notice on return of officers."

Electricity—overtime

80. Kingston (South Eastern Division Headquarters) Electricity Branch : That this Conference views with concern that the question of the payment of overtime to the clerical staff of the nationalised electricity supply industry above the general clerical grade is still outstanding, despite the fact that the permanent salary agreement has been in operation since April 1, 1950. This Conference therefore instructs the National Executive Council to take immediate steps through the negotiating machinery to secure the payment of overtime on a basis not less favourable than that in existence in the local government service, or failing this, that the clerical staff in the electricity supply industry shall receive time off in lieu, as is granted to the technical staff under the National Joint Board agreement.

Amendment by Haslings and Bexhill Electricity and North East London Electricity Branches : Delete all words after "service" in line 16.

Amendment by Glasgow Gas Branch : Delete the first sentence; delete the word "therefore" in the second sentence, and all words following the word "service" in line 16. After the word "machinery" in line 13, insert "for the electricity and gas industries."

Electricity—expenses of compulsorily transferred staff

81. Hastings and Bexhill Electricity Branch : That this Conference requests the National Executive Council to submit a strong recommendation to the National Joint Council (Administrative and Clerical Grades) of the Electricity Supply Industry that a national agreement of subsistence rates, travelling allowances, and the period for which they should operate in respect of compulsorily transferred staffs, in view of the acute housing shortage, be urgently negotiated, in order to obviate the present varying application of these items by the British Electricity Authority and area boards.

Amendment by Preston and N.W. Coast Electricity Branch : In line 2 delete "requests" and substitute "instructs." In line 8 after "rates" insert "and." Delete all words after "allowances" in line 8 and insert "to apply permanently in respect of staffs compulsorily transferred on the same salary grade, should be substituted for the agreement at present in existence which governs such allowances."

Amendment by Glasgow Gas Branch : That this Conference instructs the National Executive Council to adopt a common policy in respect of compulsorily transferred staffs of local government and public utility services, such policy to secure that suitable housing accommodation will be made available and, pending the provision of this accommodation, adequate travelling and subsistence allowances will be paid.

Health—Whitley machinery

87. Preston Hall Hospital Branch : That this Conference directs the National Executive Council to take immediate action to obtain regulations for conditions of service for part-time administrative and clerical employees of the national health service.

Amendment by West Midland District Committee : Delete the words "regulations for" in line 4, and substitute "nationally negotiated."

88. Preston Hall Hospital Branch : That this Conference instructs the National Executive Council to ensure that all administrative and clerical officers employed in tubercular rehabilitation units come within the scope of Cmd. 8093 H.M.S.O. Circular.

NOTE : Cmd. 8093 is the report of the Industrial Injuries Advisory Council, and refers to the prescription of Tuberculosis under the National Insurance (Industrial Injuries) Act, 1946.

Amendment by Preston Hall Hospital and Maidstone Health Services Branches : Delete the words "Cmd. 8093 H.M.S.O. Circular" and substitute "H.M.C. (51) 18."

Amendment by Maidstone Health Services Branch : After "Units" in line 5 insert "and Chest Clinics."

Amendment by South Wales and Monmouthshire District Committee : After "Units" in line 5 insert "and sanitary inspectors being actively associated with tuberculosis."

Road passenger transport industry

89. Bristol Tramways and Carriage Co., Ltd. Branch : That in consequence of the failure of certain employers in the road passenger transport industry to accord recognition to NALGO as the appropriate or one of the appropriate trade unions representing the staff, being neither just nor in accordance with good trade union practice, Conference directs the National Executive Council to take such action as may be necessary : (a) to secure recognition in all cases ; and (b) to ensure that the Association shall in future adequately represent all its members.

Amendment by Southport Branch : Add : "and (c) to set up national machinery and a national agreement on service conditions to cover all Road Passenger Transport employees employed in private undertakings."

Cost of living

91. Glasgow Branch : That this Conference instructs the National Executive Council, after the satisfactory conclusion of the negotiations for an all-round salaries increase, to make representations

to the Government to control rigidly the prices of necessities and to examine ways and means of effecting a substantial reduction in the cost of living, stressing to the Government that the only alternative is further and frequent salary claims.

Amendment by Bradford Branch: After the word "Government" in line 6 delete the words "to control rigidly the prices of necessities."

Pensions increase acts

92. North Western District Committee: That this Conference notes with regret the absence of any action at the present moment to secure increased pensions for retired local government officers, and is of opinion that, in view of the rising cost of living on which the present salaries campaign is based, immediate action should be taken to secure, through the appropriate channels, a further amendment of the Pensions Increase Act, 1947, and urges the National Executive Council to take such action to alleviate hardship amongst these officers.

Amendment by South Wales and Monmouthshire District Committee: In line 5 after the word "officers" insert the words "and officers in nationalized industries and services."

In lines 8 and 9 after the word "based" delete the words "immediate action should be taken to secure" and insert "the National Executive Council be urged to take such action as will secure."

Widows' pensions

97. Stirlingshire Branch: That Conference instructs the National Executive Council to press for an early amendment of the Local Government Superannuation Act, 1937, in order to give officers the option of retiring at the age of 60 years, irrespective of years of service.

Amendment by South Wales and Monmouthshire District Committee and Carmarthen Branch: At the end of the motion add: "or after 40 years of service even if under 60 years of age."

Amendment by York Branch: Delete all words after "retiring" in line 6 and substitute "on pension after the completion of 40 years' service, or at the age of 60 years irrespective of years of service."

99. Birmingham Branch: That the National Executive Council be urged to press the Minister of Health to bring in legislation to provide for pensions for the widows and orphans of present and future male officers of local authorities not less favourable than those operating in respect of officers of the new nationalized boards and hospital committees.

Amendment by the South Wales and Monmouthshire District Committee and Monmouthshire Branch: After "legislation" in line 3 insert "within a period of twelve months."

Holiday Centres

105. Manchester Branch: That this Conference approves that widows of officers who at the date of their decease were members or retired members of the Association shall be admitted to NALGO Holiday Centres on the same terms and conditions as members and instructs the National Executive Council to implement this decision with effect from January 1, 1952.

Amendment by Wanstead and Woodford Branch: Delete the words "with effect from 1 January 1952" at the end of the motion and substitute "immediately."

Annual report

106. Bristol and District Branch: That rule 27 (c) be amended to provide that the annual report of the Council, dealing with references from the previous year's Conference, shall be issued to district committees and branches not later than February 15 in each year.

Rule 27(c) reads: The agenda shall be published in the April issue of the official journal and the report of the Council shall be issued to the representatives simultaneously with the publication of the agenda.

Amendment by Devon Branch: Add: "and that the preliminary Conference Agenda shall be published in the March issue of the journal."

Nomination of N.E.C. members

107. Kent River Board Branch: That members nominated for election to the N.E.C. shall be serving members of the district committees to ensure that they have a full working knowledge of the current affairs of the Association.

Amendment by Kent County Officers' Guild: Add after "shall" in line 3 "have been"; after "district committees" in line 4 insert "for at least two consecutive years."

Amendment by West Cornwall Branch: Delete "be serving" in line 3 and substitute "have served as"; delete "current" in line 6.

Title of Association

108. St. Helier Group Hospital Branch: That the title of the Association be altered to "National and Local Government Officers' Association," short title NALGO and that the rules be amended accordingly.

Amendment by South West Sussex Gas Officers' Branch: Delete "National" in line 3 and insert "Nationalised Authorities."

B. and O. Fund—membership and subscriptions

111. National Executive Council: That the following amendments be made to the rules and constitution of the Benevolent and Orphan Fund:

*Rule 5(a)(i)—*delete "£2 2s. 0d." and substitute "£3 3s. 0d."

*Rule 5(c)—*delete "£2 2s. 0d." and substitute "£3 3s. 0d."

Amendment by Billericay Branch: In Rule 5a(i) delete "£3 3s. 0d." and substitute "£5 5s. 0d." In Rule 5(c) delete "£3 3s. 0d." and substitute "£5 5s. 0d." *The effect of this would be that either a personal donation or payment by a branch on behalf of a member of £5 5s. (instead of the present £2 2s. and of the £3 3s. suggested in the notice of motion) would confer Life Membership.*

112. National Executive Council: That the following amendment be made to the rules and constitution of the Benevolent and Orphan Fund:

*Rule 5(a)(ii)—*delete the words "3d. which shall be payable in advance," and substitute: "4d. payable on the first day of each month in the period commencing on November 1 and ending on August 31 in the following year."

Rule 5(a)(ii) provides that any member, retired member, officer, or servant of the Association, who contributes a minimum monthly subscription of 3d., payable in advance, shall be a "contributing member."

Amendment by Essex County Branch: Delete the word "month" in line 8 and substitute "of ten months"; in the last line delete "August" and substitute "October."

Amendment by Croydon and West Kent Sub-Area Electricity Branch: Delete all words after "4d." in line 7 and insert "which shall be payable in advance."

Amendment by South West Sussex Gas Officers' Branch: Delete "August 31" in the last line and insert "October 31."

Amendment by Bradford Branch: Add: "and furthermore a member of the Fund shall not be entitled to any of the benefits from the Fund until a qualifying period of six months' membership has elapsed."

Adaptation of Association Machinery

MEMBERS are advised to read the amendments in this and the following section in conjunction with the N.E.C.'s report and scheme on Adaptation of Association Machinery published in September, 1950, "L. G. S." and the amendments thereto published in January, 1951, and with the supplementary report and scheme on finance also published in January.

116. National Executive Council: That this Conference hereby approves and adopts the report and scheme on Adaptation of Association Machinery presented by the National Executive Council, and authorises the Council to prepare a

revised set of rules for submission to Conference next year.

Amendment by Southend-on-Sea Branch: Add the following words at the end of motion: subject to the report being amended to secure that (a) the time of office for members of the National Executive Council be three years instead of one year; (b) the number of delegates which any branch may send to Annual Conference be limited to four.

Section 1—Conference

Amendment by Bristol Electricity, Croydon and West Kent Sub-Area Electricity, Leeds and District Electricity, and Manchester Sub-Area Electricity Branches, and Metropolitan district committee: Delete sub-paragraph (b)—Meetings of groups—and substitute "The meetings of delegates from the several service groups, introduced in 1947, to continue on present lines."

Amendment by Manchester Gas Branch: In sub-section (b)—Meetings of groups—delete all words after "lines" in line 2 and add "but with the provision of more scope for the consideration and formulation of domestic policy in each of the service groups."

Amendment by the Canvey Island Branch: In sub-section (c)—Submission of motions—delete the words "joint names of the branch and the district committee" and substitute "name of the branch supported by the district committee."

Amendment by North Northants Branch: Delete sub-sections (e), (f), (g), (h) and (i) and substitute the following: "Conference to be composed of representatives of branches on the basis set out below, plus members of the National Executive Council, and one representative from district committees and sectional and professional societies, etc.

Size of Branch	No. of Representatives
Up to 603	1
Between 604 and 1207	2
" 1208 " 2415	3
" 2416 " 4831	4
Over 4831	5

Amendment by London County Council Branch: In sub-section (f)—Seats for larger branches—the following scale be substituted:

Number of members	Representatives
Between 2 and 4 times base figure	2
" 4 " 6 " " " " "	3
" 6 " 8 " " " " "	4
" 8 " 10 " " " " "	5
" 10 " 12 " " " " "	6
" 12 " 16 " " " " "	7
" 16 " 20 " " " " "	8
" 20 " 30 " " " " "	9
Over 30 times base figure	10

In sub-section (h)—Allocation of residual seats—the following illustration be substituted:

ILLUSTRATION

The effect of the foregoing provisions applied to the membership at October 31, 1949, is as follows:

(i) Branches entitled according to scale:

No. of Representatives	Size of Branch	Number of Branches	Total of Seats
10	Over 4531	1	10
9	3021—4530	0	0
8	2417—3020	1	8
7	1813—2416	3	21
6	1511—1812	4	24
5	1209—1510	4	20
4	907—1208	12	48
3	605—906	21	63
2	302—604	112	224
		158	418

(ii) Percentage for small branches: 125 seats available for 326 branches whose membership is below 39.

(iii) Residue of 712: All branches down to a membership of 39 would be entitled to send a representative.

Amendment by the Canvey Island Branch: In sub-section (e)—Static size—(i) delete "1250" in line 1 and substitute "1350"; (ii) delete "plus" in line 2 and substitute "including"; delete "as at present" in line 4; (iii) delete "1250" in last line and substitute "1350".

Amendment by the Canvey Island Branch: In sub-section (f)—Seats for larger branches—add "such figures of representation to include any member of the branch who is a member of the National Executive Council or representing district committees or sectional or professional societies, etc."

Amendment by Yorkshire No. 2 Sub-Area Electricity Branch: In sub-section (g)—Representation of branches below quota—delete the words "recommended to have regard to the desirability of making" in lines 8 and 9 and substitute the words "directed to make."

Amendment by the Canvey Island Branch: Delete sub-section (g)—Representation of branches below quota—and substitute: "(g) Except as provided for in paragraph (f), each branch to be entitled to send one delegate to Conference, such delegate to include any member of the branch who is a member of the National Executive Council or representing district committees or sectional or professional societies, etc."

ILLUSTRATION

The effect of the amendments to (e), (f) and (g) submitted by the Canvey Island Branch applied to the membership figures at October 31, 1949, is:

Branches	Delegates
Approx. No. 1,210 represented by	1,350
Of which 159 are	382
	Residue 968
	1,051
	968
	83

Number of delegates to be accounted for from N.E.C., district committees and sectional and professional societies—i.e. N.E.C. 60 (say) district committees 24 (say) and sectional, etc., representatives 20 (say) is 104. This provides, therefore, a further 104 seats for the 83 surplus branches and also allows for 3 extra seats for branches which,

under paragraph (f), would be entitled to send 5 or 6 delegates, and one extra seat for those entitled to send 4 delegates.

Delete (h) and (i).

Section 2—National Executive Council

Amendment by the Liverpool No. 3 Health Services Branch: In sub-section (a)—Composition—delete all words after the word "include" in line 3 and substitute "four members from one of the Association's service groups, the service conditions sub-committee established for that group under Section 8 shall appoint such a number of persons to serve as members of the Council as shall bring up to four the number of members drawn from the service group in question."

Amendment by Leeds Regional Hospital Board Branch: That sub-section (a)—Composition—be deleted and the following substituted: "The composition of the Council to rest on proportional representation of the service groups concerned."

Amendment by South West Sussex Gas Officers' Branch: In sub-section (b)—Static Size, delete "two" in line 5 and substitute "four." In sub-section (c)—Representation—delete the following scale:

Over 5½ x base to 6½ x base—1 seat	
" 6½ " " " " " " " " " " " "	7½ " " " " " " " " " " " "
" 7½ " " " " " " " " " " " "	8½ " " " " " " " " " " " "
" 8½ " " " " " " " " " " " "	9½ " " " " " " " " " " " "
" 9½ " " " " " " " " " " " "	10½ " " " " " " " " " " " "

Amendment by Canvey Island Branch: In sub-section (c)—Representation:

Delete	District	Membership	Seats
	Metropolitan	30,705	10
	North Western	30,225	10
Substitute	Metropolitan (N.)	15,000 (app.)	5
	Metropolitan (S.)	15,000 (app.)	5
	Deeside	15,000 (app.)	5
	North Western	15,000 (app.)	5

or alternatively: also adjust boundaries of all districts with suggested additional districts and provide for N.E.C. of 70 members and 5 members from each district, or N.E.C. 56 and members 4.

Amendment by Southern District Committee and the Basingstoke and District Branch: In sub-section (d)—Annual elections—delete all words after "elected" in line 1 and insert "for the term of office of 3 years, one third of the members to retire annually."

Amendment of Bognor Regis Branch: Delete sub-section (d)—Annual elections—and substitute "(d) Elections—Annual elections to be held as at present, but the term of office to be 2 years, with one half of the Council retiring each year."

Amendment by North Western Electricity Division Branch: That the composition be amended to provide that nationalised industries should have certain seats on the National Executive Council proportionate to their membership, and that representatives to that Council for each particular industry shall be elected by its own members on a national basis.

Amendment by Wolverhampton and District Branch: That the present rules be amended to provide that the votes cast in any district in any council election shall be for the number of persons to be elected neither more nor less.

Section 3—Branches

Amendment by North Northants Branch: Delete the section and substitute:

"Whilst district committees should be in a position to advise on any economic or administrative difficulties likely to be experienced in the formation and running of small branches there shall nevertheless be no minimum level imposed with regard to branch membership."

Amendment by South Warwickshire Hospital Group Branch: Delete "but as a criterion" at the end of sub-section (a)(ii)—Size—and insert "if the district service group consultative committee is of the opinion that membership represents a reasonable proportion of eligible personnel and that the branch is functioning satisfactorily and with the necessary degree of efficiency."

Amendment by the Canvey Island Branch: Delete sub-section (a)—Size—and substitute:

- (i) It is appreciated that administration and organization of existing small branches may present difficulties but none are insuperable, bearing in mind the potential and actual value of the small branch facilities for membership appreciation of, and interest in, NALGO
- (ii) Branches effective on (say) July 23rd 1950 shall continue to function as at present.

Where an application is made to form a new branch it shall be the duty of the district committee to consider the application with due regard to all the facts, particularly as to the proximity of any branch in common employment with which an amalgamation may be possible and desirable.

Amendment by the South Warwickshire Hospital Group Branch: In sub-section (b)—Composition—delete "may have to continue for a time on grounds of expediency" in line 3 and insert "should be discontinued forthwith, and in future separate service group branches only should be formed."

Amendment by the Margate Branch: At the end of sub-section (b)—Composition—add the words "but that there shall be no adjustment of mixed branches without the consent of the members concerned."

Amendment by the Canvey Island Branch: In sub-section (c)—Oversight of branch layout by district committees—delete "of size" in line 3.

Kent River Board Branch wishes to alter the last word of its amendment, published

in April "L.G.S.", page 424, from "entity" to "type."

Section 4—Manifold districts

Amendment by Wanstead and Woodford Branch: In sub-paragraph (b) after "Council" in line 1 insert "with the approval of the branch."

Amendment by Metropolitan District Committee: In sub-section (b) after the word "power" in line 1 add: "following consultation with the branch and district committee concerned."

Section 5—District Committees—

Generally

Amendment by Manchester Sub-Area Electricity Branch: Delete sub-section (c).

Amendment by Croydon and West Kent Sub-Area Electricity and South Warwickshire Hospital Group Branches: That sub-sections (c) and (d) in section 5 be deleted from the scheme.

Amendment by South West Sussex Gas Officers' Branch: Delete sub-sections (c) and (d) and substitute: "(c) In order to carry out this revitalizing, committees for service conditions be provided for all groups of membership at district level, and these should constitutionally elect the re-formed district committee, to be known as the district executive council."

Amendment by South Warwickshire Hospital Group Branch: Delete all references in sections 6, 7, 8, 9 and 10 to "service conditions committees" and "service conditions sub-committees" both at district and national level, and insert "district service group consultative committees" or "national consultative committees" as applicable.

Section 6—District Committees—Composition and Functions, etc.

Amendment by South West Sussex Gas Officers' Branch: For "district committee" read "district executive council" in all cases. In sub-section (a) delete "of all branches" and substitute "elected proportionally by the district service conditions committees." In sub-section (c) delete "sub-" in line 4.

Amendment by the Brighton Branch: In sub-paragraph (d) substitute "may" for "shall" in line 2 and add at end "upon request from the district."

Section 7—District Service Conditions Sub-committees

Amendment by Manchester Sub-Area Electricity Branch: Delete sub-section (a)—Layout—and substitute: "Each district committee shall establish one or more service conditions sub-committees for each membership group in the district.

Only where there is more than one joint council in the district should more than one service conditions sub-committee be established."

Amendment by South West Sussex Gas Officers' Branch: For "district service conditions sub-committees" read "district service conditions committees" in all cases. In sub-section (a) after "each" in line 1 insert "existing." In sub-section (b) delete all after "approved by" in line 2 and add "existing district committee. Representation to be modelled on present consultative committees." In sub-section (c) delete all after "includes" in line 4. In sub-sections (e), (f) and (g) for "district committee" read district executive council in all cases. In sub-section (h) insert "existing" at beginning of line 1.

Amendment by South Warwickshire Hospital Group Branch: Delete heading and substitute "District Service Group Consultative Committees." Under the heading "(a)—Layout" delete the sentence and insert "Each district committee shall have a consultative committee for each service group; such committees to be known as the district . . . (health services, etc.) consultative committees." Under heading "(b)—Composition" delete the sentence and insert: "(b)(i) the consultative committees shall consist of one representative from each branch of that service group within the district." "(b)(ii) Functions. To discuss all matters concerning that service group, including service conditions." In sub-section (c)—Provision for mixed branches—after "service groups" in line 2 insert "if any, shall have the right to send a representative to each district consultative committee in respect of the members of each group which it includes" and delete the remainder.

Amendment by Manchester Gas Branch: At the end of sub-section (a)—Layout—add:

With regard to the minority services this shall be on the following basis:

- (a) One representative of each branch in the area with a membership not exceeding 250, a second representative where the membership exceeds 250 but does not exceed 500, and one additional representative for every 500 members or part thereof over 500.
- (b) Where a minority group has not formed a separate branch, but is included in a composite branch, one representative provided that such group consists of not less than 30 members.

Amendment by Glasgow and District Health Branch: In sub-section (b)—Composition—insert after "committee" in line 2: "Where there are sufficient members of the service group concerned the election shall be by vote of the members of that group."

Amendment by Manchester Sub-Area Electricity Branch : Delete sub-section (b) —Composition—and substitute :

"1. The members of the local government sub-committee shall be elected by vote of the members of the district committee belonging to the membership group concerned.

"2. The nationalised services service conditions sub-committees shall consist of :

(a) Not more than two representatives appointed by the National Executive Council ;

(b) One representative of each nationalized service branch in the area with a membership not exceeding 250, a second representative where the membership exceeds 250 but does not exceed 500 and one additional representative for every 500 members or part thereof over 500.

(c) Not more than three representatives appointed by the related district committee.

(d) (If desired by the district service conditions sub-committee.) One member who shall also be a member of NALGO co-opted in an advisory capacity with the consent of the National Executive Council.

(e) A number of representatives (in accordance with (b) above), where a group of members employed in the nationalised service has not formed a separate branch of the Association but is included in a composite branch, provided that such group consists of not less than 50 members.

Amendment by the Dartford and District Hospitals and Health Services Branch : Add to sub-section (c)—Provision for mixed branches : "provided that the service group he represents should consist of at least 75 members."

Amendment by Middlesex County Officers' Association : In sub-section (d)—Groupings—substitute the word "shall" for "may" in line 8.

Amendment by Metropolitan District Committee : In sub-section (f)—Relations with district committee and national sub-committees—insert the word "national" before the word "service" in line 8.

Amendment by South Warwickshire Hospital Group Branch : Delete sub-section (h)—Schemes to regulate sub-committee machinery.

Amendment by Metropolitan District Committee : Delete sub-section (h)—Schemes to regulate sub-committee machinery—and substitute : "Subject to such broad directives as the Council may give, not being inconsistent with the foregoing provisions, district committees shall formulate schemes for the establishment of service conditions sub-committees and for fixing or regulating their size, election and proceedings."

Amendment by the Brighton Branch : Add further sub-section :

"(j) Joint Committee of Branches

The district committee should encourage the formation of joint committees of branches in suitable areas."

Amendment by South West Sussex Gas Officers' Branch : Amend all references in Sections 8, 9, 10, and 12, to "district committees" and "district service conditions sub-committees" to "district executive councils" and "district service conditions committees."

Section 8—Service conditions committee of the N.E.C. and sub-committees of such committee

Amendment by the Liverpool No. 3 Health Services Branch : In sub-section (a)—Service Conditions Committee, after "appointed by the Council" in line 4 insert "from each service group in equal numbers" and in line 6, for "15 to 20" substitute "either 15 or 20."

Amendment by the Dartford and District Hospitals and Health Services Branch : Delete all words after the words "produce a" in line 5 of sub-section (a) and substitute : "total number on the Committee of 15-20. Provided that in addition to the Chairman of the sub-committees mentioned above, there shall be at least two members from each of the services groups. If such members cannot be appointed from the N.E.C. they should be co-opted from the relevant Service Conditions sub-committee. It shall act as the Council's co-ordinating committee for service conditions."

Amendment by Manchester Gas Branch : In sub-section (b)(ii)—Service conditions sub-committee—after the word "committee" in line 3 insert "on the recommendation of the appropriate district service sub-committee."

Amendment by Metropolitan District Committee : In sub-section (b)(ii)—Service conditions sub-committee—delete the words "who shall . . . concerned and" in lines 3 to 5 and at the end of the sub-section add "and not more than six co-opted members with a view to securing adequate functional representation."

Amendment by the Liverpool No. 3 Health Services Branch : In sub-section (b) (ii)—Service Conditions Sub-Committee—add at end "of whom at least one shall be from the service group concerned."

Section 9—Appointment of staff sides of Whitley bodies

Amendment by Middlesex County Officers' Association : In sub-section (a)—District level—delete all words before "shall" in line 1 and substitute : "Provided that each type of local authority in the district is represented on the local authority service conditions sub-committee, each sub-committee" . . . Insert after the word "greater" in line 6 : ", or is not fully representative," . . .

Amendment by Metropolitan District Committee : In sub-section (a)—District level

—delete "staff" at the end of the motion and insert "officers."

Amendment by Metropolitan District Committee : In sub-section (b)(ii)—National level—delete the words "at least one and" in line 3 and substitute the words "not more than three officers of the Association" for the words in part (2) of the paragraph.

Amendment by Glasgow Gas and Manchester Gas Branches : In section 9 (b)(ii)—National level—delete all words after the words "by the" in line 2 and substitute "Service conditions sub-committee for the appropriate membership group."

Amendment by Metropolitan District Committee : In sub-section (b)(ii)—National level—after the words "shall be" in line 2 insert "nominated by the appropriate service conditions sub-committee and."

Amendment by the Liverpool No. 3 Health Services Branch : In sub-section (b) (ii)—National level—add at end "also provided that where three or more seats are available at least one shall be allocated under (3) above."

Amendment by South Wales and Monmouthshire District Committee : Add the following paragraph to sub-section. (b)—National level—

"(iii) Where the application of the above is found to be impracticable, having regard to the constitution of the National Service Conditions Sub-Committee, the National Executive Council shall have power to co-opt."

Section 10—Relationship of staff sides to Association's service conditions machinery

Amendment by Yorkshire No. 2 Sub-Area Electricity Branch : In sub-section (a)(i)—District level—insert the word "and" after "channels" in line 3; delete the remainder of the paragraph after the word "body" in line 5.

Section 12—Finance

Amendment by the Dartford and District Hospitals and Health Services Branch : That in sub-section (e)—Conduct of "trading" undertakings—delete the words "correspondence institute."

Amendment by South Wales and Monmouthshire Branch : In line 1 of sub-section (f)—Subscription basis—delete "raised by" and insert "levied on."

Amendment by the Mid and West Herts Hospitals Branch : That in Section 12—Finance—

(a) Reserve Fund—delete the words "also to the provision estimated to be necessary for providing the Association with freehold headquarters" in lines 3 and 4.

- (f) Subscription basis — substitute the word "may" for "shall."
- (i) Proposals to be prepared by Council— substitute the word "may" for "shall."

Supplementary Report and Scheme on Finance

117. National Executive Council: That this Conference hereby approves and adopts the supplementary report and scheme on Section 12—Finance—of the report and scheme on Adaptation of Association Machinery presented by the National Executive Council.

Amendment by Hackney Branch: That this Conference adjourn consideration of Section 12 Finance Report until such time as detailed reasons and estimates are put before Conference to show conclusively the need for such a reserve fund.

Amendment by the Herefordshire County Branch: That this Conference considers the supplementary report and scheme on section 12—Finance—of the report and scheme on Adaptation of Association Machinery presented by the National Executive Council unsatisfactory and instructs that it be referred back for further consideration.

Amendment by Margate Branch: This Conference considers that, in view of national conditions and rising cost of living, the time is inopportune to attempt the provision of a special reserve fund or to raise subscriptions, and that it considers there is a real danger of membership declining if such steps are taken.

Section 1—Special reserve fund

Amendment by the Manchester Municipal Officers' Guild: That in line 2, "12" be substituted for "10" and in line 4 "£42,000" be substituted for "£50,000."

Amendment by the Oxford Branch: Delete the words "A sum of £50,000" in line 4 and substitute "Fifteen per cent of gross annual subscription income."

Amendment by Essex County Branch: Delete all words after "£500,000" in line 1 and insert "shall be provided as soon as possible by assigning thereto such proportion of the annual income of the Association (not being less than 12½ per cent thereof), as Conference may decide each year."

Amendment by North Northants Branch: Delete and substitute: "A special reserve fund of £500,000 to be provided as soon as possible and in any event within 10 years of the adoption of the scheme; to be governed by rules limiting its use by the National Executive Council as stated in Section A of the report. A

minimum sum of £50,000 to be deducted from the gross annual subscription income each year until the reserve fund has been set up."

Section 2—Allocation to districts

Amendment by North Northants Branch: Delete and substitute:

"(a) That until such time as the reserve fund is provided, district committee expenditure be met by precepting on headquarters for the actual amount of permissible expenditure.

"(b) That following the provision of the reserve fund, district committees be paid on the basis of a global sum of 5 per cent of the previous year's subscription income to be allocated to district committees in the proportion that the adjusted district membership bears to the total adjusted membership of all the districts, the adjusted membership to be computed as follows:

First 10,000 members to count in full.
½ of the next 5,000 members to count.
¾ of the next 5,000 members to count.
¾ of the members over 20,000 to count.
Scottish District to have an additional cash grant of £150.

Amendment by Essex County Branch: Delete the section and substitute:

"Until otherwise decided by Conference the annual amount allowed to each district committee shall be the equivalent of the sum paid to the committee during the year ended December 31, 1950, provided that if in any year the amount of any reserves or balances held by the district committee at the end of the previous year exceeded one-and-a-half times the amount of the standard or basic allowance, then the allowance for that district committee for that year shall be reduced by the amount of the excess.

"Special assistance to be available to district committees whose approved estimates exceed the annual allowance."

Section 3—Retention by branches

Amendment by Essex County Branch: Delete the words "Twenty-eight and three-eighths" in line 1 and substitute "Twenty-five"; delete the words "the retention by . . . 32½ per cent" in lines 2 and 3.

Amendment by the Manchester Municipal Officers' Guild: After the word "branches" in line 3 insert "and branches with a membership exceeding 1,200 which maintain a permanent office and a full-time paid staff."

Amendment by North Northants Branch: Delete and substitute: "That until such time as the reserve fund is provided branches shall retain 25 per cent of the gross subscription. Special assistance to branches to continue to be available under Rule 10(c) of the Association Rules out of income allocated for headquarters' purposes."

Section 4—Subscription basis

Amendment by Middlesex County Officers' Association: That the definition of salary should be exclusive of any weighting.

Amendment by Middlesex County Officers' Association: That subscriptions continue to be based on salary actually being received on November 1.

Amendment by London County Council Branch: That this Conference considers that the scale of increased subscription formulated by the National Executive Council is unnecessarily high and will increase the difficulties of recruitment in fields where the Association is not at present adequately represented. It, therefore, instructs the National Executive Council to put forward, to the next succeeding annual Conference, a revised suggested scale, based upon moderate subscription increases, particularly as it relates to members in the lower range of salary scales.

Amendment by Hampshire County Branch: That the National Executive Council be requested to consider a scale of subscription, appreciably less than 20s. per annum, for members in receipt of a salary of less than £160 per annum.

Amendment by Devon County Branch: That this Conference is of opinion that the proposed scale of subscriptions is inequitable as between the lower and higher paid members of the Association and that the National Executive Council be instructed to reconsider the scale with the following directions:

- that the amount of subscription payable on salaries not exceeding £150 should be less than 20s.
- that an additional scale be imposed between salaries of £500 and £1,000.
- that the new scale should be related to ranges of salary with no reference to grades.

Amendment by the Nottingham Branch: The scale of subscription for members to be as follows:

Salary	Annual Subscription
Not exceeding £160	15s.
Exceeding £160 but not exceeding £260	24s.
" £260 " " " £350	30s.
" £350 " " " £450	40s.
" £450 " " " £600	44s.
" £600 " " " £800	48s.
" £800 " " " £1,000	52s.
Exceeding £1,000	60s.

Amendment by Willesden Branch: The scale of subscription for members to be as follows:

Annual salary	Annual subscription
Not exceeding £150 per annum	15s.
Exceeding £150 but not exceeding £300	25s.
" £300 " " " £400	30s.
" £400 " " " £500	40s.
" £500 " " " £750	50s.
" £750 " " " " " "	60s.

Amendment by Middlesex County Officers' Branch: The scale of subscription for members to be as follows:

Annual Salary	Annual Subscription
Not exceeding £150	10s.
Exceeding £150 but not exceeding £250	20s.
" £250 " " " £400	30s.
" £400 " " " £600	40s.
" £600 " " " £800	50s.
" £800 " " " " " "	60s.
Retired members and all officers under 21	10s.

Amendment by Berks County Branch: The scale of subscription for members to be as follows:

Annual salary	Annual subscription
Not exceeding £250	20
Exceeding £250 but not exceeding £400	30
£400	35
£450	45
£500	50
£750	60
£1,000	70

Amendment by South Western District Committee: The scale of subscription for members to be as follows:

Annual salary	Annual subscription
Not exceeding £52	5
£53—£160	15
£161—£250	20
£251—£300	25
£301—£350	30
£351—£400	35
£401—£500	40
£501—£600	45
£601—£750	50
£751—£1,000	55
Over £1,000	60

Amendment by South Warwickshire Hospital Group Branch: The scale of subscription for members to be as follows:

Annual Salary	Annual subscription
Not exceeding £175	15
Exceeding £175 but not exceeding £300	20
Exceeding £300 and on a grade which proceeds to a maximum of not more than £400	30

Remainder of subscription rates as printed.

Amendment by Solihull Branch: That this Conference, while accepting the general standard of subscriptions proposed by the National Executive Council and contained in Section 4, of the supplementary report and scheme on Section 12—Finance—of the report and scheme on Adaptation of Association Machinery presented by the National Executive Council, directs that the basis of subscriptions shall be the actual annual salary of each officer at the commencement of the Association's financial year, and that the following scale of subscriptions be adopted:

Annual salary	Annual subscription
Not exceeding £250	20
Exceeding £250 but not exceeding £400	30
Exceeding £400 but not exceeding £500	40
Exceeding £500 but not exceeding £1,000	50
Exceeding £1,000	60

Amendment by Essex County Branch: The scale of subscription for members to be as follows:

Annual salary	Annual subscription
Not exceeding £250	20
Exceeding £250 but not exceeding £400	25
Exceeding £400 but not exceeding £500	35
Exceeding £500 but not exceeding £750	45
Exceeding £750	60

Delete the figures "£335,950" in the second paragraph and substitute "£304,225."

Amendment by York Branch: The scale of subscription for members to be as follows:

Annual salary including bonus and fees on November 1	Monthly Subscription
Not exceeding £52	6d.
£53—£120	1s. 1d.
£121—£260	1s. 8d.
£261—£350	2s. 2d.
£351—£450	2s. 9d.
Exceeding £450	3s. 4d.
Retired members	A year
Members in H.M.F.	Nil

Amendment by Reading and District Branch: That the annual subscription of officers earning from £500 to £1,000 which is proposed as 50s. should be graded, so that officers earning, say, £750 should pay more than those earning £500, and officers earning £1,000 should pay more than those earning £750, provided that subscription revenue is safeguarded.

Amendment by Essex County Branch: That the figures appearing in column 1 of the scale of subscriptions be subject to such amendment (incorporated, if necessary, in an amendment submitted under Standing Order No. 4) as may appear to be necessary in consequence of any decision upon the Association's claim for an all-round increase in the scales of salaries for local government officers set out in the Charter.

Amendment by Essex County Branch: In the third paragraph, insert "10" after the words "payable in" in the first line; delete "for the first" . . . 31st August" in lines 2 and 3.

Amendment by Croydon and West Kent Sub-Area Electricity and Willesden Branches: That the new scale of subscriptions set out in Section 4 of the scheme dealing with finance be payable in equal monthly instalments spread over the full length of the Association's year.

Amendment by Berks County Branch and South Warwickshire Hospital Group Branch: Delete the last paragraph of the section and substitute: "The annual subscription to be payable in equal monthly instalments over the whole of the Association's year, or in a lump sum in advance."

Amendment by the Dartford and District Hospitals and Health Services Branch: That the final paragraph in the section providing for a variable subscription year be deleted.

Amendment by the Bucks County Branch and the Manchester Municipal Officers' Guild: From the last paragraph delete the sentence "Flexibility of income . . . succeeding year."

Section 5—Generally

Amendment by Essex County Branch: Delete and substitute: "The following statement compares the expenditure met

out of subscription income during the year ended 31st December 1950 with the amounts which will be available if the scheme is approved:

	1950	Future years
Headquarters	£163,187*	£164,305*
Districts	13,873	13,873
Branches	105,100	76,056
Special reserve fund	—	50,000
	£282,160	£304,225

*N.B. Income other than subscription income during 1950 amounted to £27,268."

Rules and Constitution

New rules—reserve fund

118. Amendment by Manchester Branch: In Rule 11, substitute "£42,000" for "£50,000," and in line 4 substitute "1963" for "1961."

Amendment by Essex County Branch: Delete proposed rule 11 and insert: "11. A special reserve fund shall be established and Conference shall decide each year what proportion of the previous year's income (not being less than 12½ per cent) shall be transferred to such Fund."

New rule 11, which is proposed in the notice of motion by the National Executive Council reads:

RESERVE FUND

11. A reserve fund shall be established by transferring the sum of £50,000 from the annual gross subscription revenue of the Association to a special fund each year during the period commencing on November 1, 1951, and ending on October 31, 1961.

Amendment by Ipswich Branch: In new rule 15, delete all words after the words "the amount used or to be used" in lines 6 and 7.

Amendment by Stepney Branch: In proposed rule 15, delete the words "report accordingly to the next Annual Conference" at the end of the rule, and substitute "give full information as to the reason for use, and the amount used or to be used, at the next succeeding Conference, either in private session or otherwise as may be considered advisable."

New rule 15, which is proposed in the notice of motion by the National Executive Council, reads:

15. If the Council shall have reason to use the reserve fund it shall as soon as may be convenient or practicable so inform each member by a letter addressed to each branch secretary, or by notice in the Association's official journal, specifying the amount used or to be used, unless any question of policy or the interests of members should in the opinion of the Council make such a course undesirable, in which event the Council shall report accordingly to the next Annual Conference.

Amendment by Essex County Branch:
Delete proposed rule 16.

New rule 16, which is proposed in the notice of motion by the National Executive Council, reads:

16. For the purpose of contribution to district committees of a percentage of the Association's annual subscription revenue in accordance with these rules and any prescription made by Conference thereunder, such revenue shall be deemed to be £50,000 a year less than the total amount collected.

Subscriptions

119. Amendment by Stepney Branch:
In sub-paragraph 1, delete "bonus, fees and" in line 3.

The relevant part of sub-paragraph 1 reads:

1. Members shall pay a subscription as hereunder provided, based on their total annual salary including bonus, fees and emoluments but excluding "London weighting" (hereinafter referred to as "salary"), as follows: (Then follows the scale of subscriptions.)

Amendment by Manchester Gas Branch:
In sub-paragraph 1 insert:

"Members in receipt of salary not exceeding £120, 1s. 3d. a month. Members in receipt of salary exceeding £120 but not exceeding £250, 2s. 0d. a month.

(The scale proposed in the National Executive Council's notice of motion provided that all members in receipt of salary not exceeding £250 should pay a subscription of 2s. a month.)

Amendment by Berks County Branch:
Delete all words in sub-paragraph 1 after "as follows" in line 5 of the motion and insert:

	Monthly s. d.
Members in receipt of salary not exceeding £250 ..	1 8
Members in receipt of salary exceeding £250 but not exceeding £400 ..	2 6
Members in receipt of salary exceeding £400 but not exceeding £450 ..	2 11
Members in receipt of salary exceeding £450 but not exceeding £500 ..	3 9
Members in receipt of salary exceeding £500 but not exceeding £750 ..	4 2
Members in receipt of salary exceeding £750 but not exceeding £1,000 ..	5 0
Members in receipt of salary exceeding £1,000 ..	5 10
Members who are receiving a fixed salary (i.e. not on a salary grade) shall subscribe the amount appropriate to that salary range in which the fixed salary falls.	

(This is a substitute for the scale of subscriptions set out in the National Executive Council's notice of motion: see April "L.G.S." pages 424-5.)

Amendment by Croydon and West Kent Sub-Area Electricity Branch: That the following alterations be made in sub-paragraph 1 of the motion:

In place of "2 shillings a month" insert "1s. 8d. a month."
In place of "3 shillings a month" insert "2s. 6d. a month."
In place of "4 shillings a month" insert "3s. 4d. a month."
In place of "5 shillings a month" insert "4s. 2d. a month."
In place of "6 shillings a month" insert "5s. 0d. a month."

In sub-paragraph 2 (c) of the motion in place of "2s. per month" insert "1s. 8d. per month."

For the scale of subscriptions referred to see April "L.G.S." pages 424-5. The relevant part of paragraph 2 reads:

2. The basis of a member's subscription shall be the salary receivable by him on the first day of each financial year of the branch, except in the case of a member joining after that date, in which case the basis for the then current year shall be the salary receivable by him on the first day of his membership. Provided that:

- a member who, having for any reason been on leave of absence at less than full pay on the first day of the financial year, resumed or is deemed to have resumed duty during that year at the conclusion of such leave shall, as from the date when he resumes or is deemed to have resumed duty, pay monthly subscriptions based on the salary then receivable by him;
- a member whose salary is for any reason reduced during the year for a period of one or more complete calendar months shall pay a monthly subscription on the basis of and during the continuance only of such reduced salary;
- the minimum subscription payable by the members referred to in (a) and (b) above shall be 2s. per month during the period in which they receive less than full pay;

Amendment by Essex County Branch:
Delete all words in sub-paragraph 1, after the word "follows" in line 3 and insert:

Annual salary	Monthly subscription s. d.
Not exceeding £250 ..	2 0
Exceeding £250 but not exceeding £400 ..	2 6
Exceeding £400 but not exceeding £500 ..	3 6
Exceeding £500 but not exceeding £750 ..	4 6
Exceeding £750 ..	6 0

In sub-paragraph 3 delete the words "month . . . year" in lines 2 and 3 and substitute "of ten months in the period commencing on November 1 and ending on October 31 of the following year". Incorporate such other alterations as may appear to Conference to be necessary in consequence of any decision upon the Association's claim for an all round increase in the scales of salaries for local government officers set out in the Charter.

Sub-paragraph 3 of the notice of motion reads:

3. Each member shall make a payment of the appropriate prescribed amount on the first day of each month in the period commencing on November 1 and ending on August 31 of the following year, or may pay in advance a sum representing the total amount payable by him in that period; and the total sum paid by the member in that period shall be his subscription for the year which commenced on November 1 unless a Conference shall otherwise direct.

Amendment by Berks County Branch:
Delete "2s." in sub-paragraph 2(c) and insert "1s. 8d."

Amendment by Manchester Branch: Delete "unless a Conference shall otherwise direct" at the end of sub-paragraph 3. Delete sub-paragraph 4. In sub-paragraph 7(a) after the word "Council" in

line 2 insert "and branches with a membership exceeding 1,200 which maintain a permanent office and a full time paid staff."

Sub-paragraph 4 of the motion reads:

4. It shall be competent for a Conference to direct that the number of monthly payments to be made in any particular year shall be more or less than the number specified in paragraph 3, and in the event of such direction paragraph 3 shall operate and be construed accordingly.

For text of sub-paragraph 7 (a), see below.

Amendment by Berks County Branch:
Delete the words "31 August" in line 3 of sub-paragraph 3 and the words "unless a Conference shall otherwise direct" and insert in the place of "31 August" the words "31 October." Delete sub-paragraph 4 and re-number following sub-paragraphs accordingly.

Amendment by Croydon and West Kent Sub-Area Electricity Branch: Delete sub-paragraph 3 and substitute: "Each member shall make a payment of his monthly subscription on the first day of each month in the financial year, commencing on November 1 and ending on October 31, or may pay in advance his total subscription for the financial year." Delete sub-paragraph 4 and re-number following sections accordingly.

Amendment by Gillingham Branch: Delete paragraph 4 of the motion.

Amendment by Sheffield Municipal Officers' Guild: Delete sub-paragraph 4 and substitute: "It shall be competent for Conference to direct that the number of monthly payments indicated in paragraph 3 shall be increased or reduced by monthly or part monthly payments, and in the event of such direction paragraph 3 shall operate and be construed accordingly."

Amendment by Croydon and West Kent Sub-Area Electricity Branch: After "branches" in sub-paragraph 7 (a) insert "or other 'scattered area' branches."

Sub-paragraph 7 reads:

7. The percentage of the total amount collected in subscriptions during each year by a branch which is to be retained by that branch shall be as follows:

- (a) County branches when recommended by the district committee for their area and approved by the Council—32½ per cent
- (b) Other branches—28½ per cent.

Amendment by Blackpool Branch: In sub-paragraph 7(b) delete "28½ per cent" and substitute "35 per cent."

Contribution to district committees

120. National Executive Council: That in accordance with rule 17(a) of the Association's Rules and Constitution, this Conference hereby prescribes as follows:

1. As from November 1, 1951, rebates to district committees shall be calculated by a global sum of 5 per cent of the previous year's net subscription income, i.e. the gross amount collected reduced by the contribution to the reserve fund,

being allocated to districts in the proportion that the adjusted district membership bears to the total adjusted membership of all the districts.

2. Adjusted membership shall be computed as follows:

First 10,000 members to count in full.
 $\frac{2}{3}$ of the next 5,000 members to count.
 $\frac{1}{3}$ of the next 5,000 members to count.
 $\frac{1}{2}$ of the members over 20,000 to count.
 Scottish district to have an additional cash grant of £150.

3. The prescription made by Conference on June 11, 1946, is hereby rescinded.

Amendment by South Western District Committee: Add to 2. "At the discretion of the National Executive Council, allow an additional grant if the activities of a district committee are restricted by lack of funds."

Amendment by Essex County Branch: Delete all words after the word "That" in line 1 and insert: "notwithstanding rule 17(a) of the Association's Rules and Constitution, until otherwise decided by Conference, the rebate to be paid to each district committee shall be the same amount as that paid to the Committee during the year ended October 31, 1950, and this amount shall be known as the 'basic rebate' provided that (1) if in any year the amount of any reserves or balances held by the committee at the end of the previous year exceeded one-and-a-half times the amount of the basic rebate then the rebate to be paid to that district committee for that year shall be reduced by the amount of such excess; and (2) the Council shall have power to make grants to any district committee to enable the latter to meet approved expenditure (whether or not it is extraordinary expenditure) which cannot be met out of the basic rebate."

Size of Conference

122. National Executive Council: That, notwithstanding Rule 23 of the Association's Rules and Constitution, the National Executive Council be empowered to determine the basis on which branches, district committees and sectional and professional organisations shall be entitled to appoint delegates to the annual Conference to be held in 1952, subject to the preservation of the right of each branch, district committee and sectional and professional organisation to appoint at least one delegate to such Conference, it being understood that the Council shall submit an alternative to rule 23 for consideration and approval by the 1952 Conference.

Amendment by Southend-on-Sea Branch: That the National Executive Council shall submit an alternative to Rule 23 for consideration and approval by the 1952 Conference and that Rule 23 of the Association's Rules and Constitution shall remain in full force and effect in determining the representation at the 1952 Annual Conference.

(Rule 23 was set out in full on page 425 of April "L.G.S.")

N.E.C. Committees discuss reservists' rights; Charter as a minimum; higher pensions

THE COMMITTEES of the National Executive Council met in London on April 13 and 14. Members warmly welcomed W. PITT STEELE, now recovered from a serious illness. Matters discussed and decisions reached by the committees—subject in most cases to confirmation by the N.E.C. at its meeting on May 19—included:

SERVICE CONDITIONS

Rights of reservists: It was reported that the Association had asked the Minister of Local Government and Planning to receive a deputation to discuss measures to safeguard the rights of reservists called up for war service. The Minister replied that it was intended to introduce legislation to preserve superannuation rights, but that the question of empowering local authorities to make up civil pay was still under consideration by the Government, and that he did not, therefore, feel justified in inviting a deputation at this stage. It was also reported that the Government had not yet announced its policy on the make-up of civil pay for class Z reservists, and that action was being taken to get a decision.

Charter as a minimum: It was reported that the West Midlands district committee and Bethnal Green branch had protested at the action of the N.J.C. staff side in agreeing with the employers, as a condition of their considering the 20 per cent salaries claim, that the Charter was to be regarded as a standard and not as a minimum capable of improvement by local negotiation. The Committee decided to inform the district committee and the branch that the Charter was originally negotiated and ratified on the understanding that its provisions were standards, not minima, and that this understanding must be observed until it had been cancelled by consent of both sides. The staff side recognised that it was Association policy, as laid down by Conference, that the Charter should be regarded as a minimum, but equally that an understanding reached by joint agreement cannot be abrogated unilaterally.

Chief officers' salaries: It was reported that the Minister of Labour had accepted, under the National Arbitration Order, 30 trade disputes with local authorities which have failed to adopt the recommended salary scales for town clerks and district council clerks. So far, out of 371 boroughs employing full-time clerks, 80 per cent have adopted the conditions of service and 64 per cent the salary scales.

LAW AND PARLIAMENTARY

T.B. risk to sanitary inspectors: The announcement in the February "L.G.S."

that the Government had introduced regulations extending the provisions of the National Insurance (Industrial Injuries) Act, 1946, to cover nurses and other specified workers whose employment exposed them to tubercular infection, has brought many inquiries from other members, such as sanitary inspectors who are liable to infection while inspecting meat. The legal officer therefore asked the Minister of National Insurance whether the regulations were sufficiently wide to cover sanitary inspectors. The Minister replied that the regulations followed closely the recommendations of the Industrial Injuries Advisory Council and covered any occupation involving close and frequent contact with a source of tuberculosis infection. The question whether a particular sanitary inspector was covered by this description was one to be determined by the independent statutory authorities who decided claims under the Act. If, however, such a case did not succeed under the new regulations, there might be title to benefit under the "injury by accident" provisions of the Act if the infection was contracted on a particular occasion in the course of handling meat. In such cases, the claimant should complete Part IV of the first medical certificate before submitting it to the National Insurance Office.

Claim for higher pensions: The T.U.C. Local Government Advisory Committee has agreed detailed proposals—based upon those prepared by NALGO in 1948—for improvement of the rates of pension increase applicable under the Pensions (Increase) Act, 1947, and has referred them to the General Council of the T.U.C. with a recommendation that they be submitted to the Chancellor of the Exchequer. The proposals for married pensioners and single pensioners with dependants are:

Actual pension	Existing increase	Increase sought
Not exceeding £100	40%	60%
£100 to £200	30%	40%
£200 to £500	£60 to maximum of £450	Maximum of £80 to bring pension to £500

with "escalator clauses" where necessary to avoid anomalies, and appropriate adjustments for single pensioners without dependants.

PUBLIC RELATIONS

"You Depend on Them" exhibition: The exhibition designed to illustrate the nature and scope of the work of local government officers, prepared for the salaries campaign and shown in London in January, is to be staged at Conference and made available to branches and district committees wishing to borrow it.

Service conditions news

GAS SERVICE

Sick pay scheme for Intermediate grades

by L. A. GARRATT

THE qualifications and conditions of the sick pay scheme for Intermediate grades have been agreed by both sides of the National Joint Standing Committee. A copy has been sent to honorary secretaries of appropriate branches, and the main provisions of the scheme, which is operative as from November 9, 1950, are:

Qualification for allowances

Before becoming entitled to the allowances under this scheme an employee shall:

- have completed one year's continuous service, and
- submit himself (if so required) for examination by a registered medical practitioner nominated by the employing authority;
- be notified by the employing authority that he has been admitted to the scheme.

Provided that at the end of one year's continuous service an employee shall be admitted to the scheme, unless he has been informed within that period that he must pass a medical examination and, as a result of that examination, he has been notified in writing before the expiration of that period that he is not admitted.

Scale of allowances

(a) Subject to the conditions of following paragraphs, an employee who is absent from duty owing to illness shall be entitled to receive:

CONDITIONS I

- an allowance equal to full pay for the first six months of such absence;
- after the expiration of the period mentioned in sub-clause (i) hereof, an allowance equal to half pay for a further period up to six months.

CONDITIONS II

- an allowance equal to full pay for the first thirteen weeks of such absence;
 - after the expiration of the period mentioned in sub-clause (i) hereof, an allowance equal to half pay for a further period up to thirteen weeks.
- (b) The employing authority shall have discretionary powers to extend the application of the foregoing scale in the case of an employee who has not completed twelve months' continuous service, or where his entitlement to an allowance equal to full pay has ceased.

Calculation of allowances

The rate of allowance and the period for which it shall be paid in respect of any period of absence due to illness shall be ascertained by deducting from the period of benefit the aggregate of the periods of absence due to illness during the twelve months immediately preceding the first day of absence, but excluding any period of absence through injury or disability sustained by an employee in the discharge of his duty.

An employee suffering from sickness and incapacity due to his own negligence or misconduct or an accident not arising out of and in the course of his employment with the employing authority shall not be entitled to any sickness allowance under this scheme.

Provided that the employing authority may at its discretion extend either the whole or any part of the benefits of the scheme to an employee who is not entitled to benefit under the National Insurance (Industrial Injuries) Act 1946.

The amount of sickness benefit payable under the National Insurance Act 1946, or injury benefit payable under the National Insurance (Industrial Injuries) Act 1946 shall be deducted from an allowance which is equal to full pay.

Conditions of allowances

An employee, who is prevented by his illness from reporting for duty, shall immediately notify the appropriate officer of the employing authority. A medical certificate indicating the nature of the illness should be submitted on the first day of the illness in order to obviate possible loss of National Insurance benefit; where, however, an employee fails to submit to the insurance authorities a medical certificate covering the first day of absence, he shall not suffer a deduction from the allowance mentioned above of the National Insurance benefit lost through such failure, provided that certificates be submitted to the insurance authorities and the employing authority by the third day of absence, and provided also that any insurance benefit which is received in respect of the first three days shall be deducted from the sickness allowance. Thereafter, the employee shall submit medical certificates at intervals of seven days or at such longer intervals as may be decided by the employing authority. On return to duty, the employee shall submit a medical certificate of fitness.

If an employee is sick during his annual holiday and submits to the appropriate officer of the employing authority at the earliest practicable date a medical cer-

tificate to that effect, the period of sickness may be reckoned as sick leave and not annual holiday.

Joint committees

As mentioned in the April "L.G.S.," a model constitution for local joint committees has now been agreed, and copies have been circulated to branch honorary secretaries. Some areas had already set up interim committees, but others have been awaiting this constitution.

Employees' representatives will be elected by ballot and every employee who is 21 years of age or over, and has been continuously employed by the employers for not less than six months immediately preceding the ballot, may vote. Candidates for election must also fulfil these conditions and must be a member of an organisation which is a party to the agreement under which the negotiating machinery is established, or of a union recognised by the Gas Council.

The constitution provides for members of the staff side to attend meetings of the joint committees without loss of pay. Representations were made that similar facilities should be afforded to staff representatives meeting immediately before the joint meeting to consider its agenda. Nationally, the Gas Council representatives regarded this as a desirable principle, but its implementation is to be left to the local joint committee. It is not expected that any difficulties will arise over this.

ELECTRICITY

Salaries : subsistence : sick pay

by L. G. MOSER

THE STAFF SIDE claim for an increase of not less than 20 per cent on existing salary scales has been submitted, and by the time these notes are read will have been discussed by the negotiating committee. I cannot anticipate the course of negotiations and would ask branches to remember that whatever may be the outcome of the April meeting of the negotiating committee, nothing more can be said until after the meeting of the National Council on May 29. May I appeal to branches, therefore, to leave the matter to the staff side, upon whom they can rely to take every necessary step to achieve a satisfactory settlement, and to

refrain from inquiring about the progress of the claim. A statement will be issued immediately there is some information.

Subsistence allowances

Subsistence and meal allowances have again been discussed through the co-ordinating committee. In response to the submissions of the staff side, a revised offer was made by the Board members, but this was not accepted. I hope, however, that this urgent question will be settled at the May meeting of the council.

Sick pay scheme

The regulations made under the National Insurance Act empower statutory authorities (who decide questions as to the right to benefit under the Act) to deem a person to be incapable of work if he is under medical supervision and it is certified by a medical officer of health of a local authority that he is excluded from work by reason of being a carrier of, or having been in contact with, an infectious disease. Sickness benefit would be payable, therefore, in the case of a claimant who was deemed incapable of work in such circumstances, provided the other statutory conditions had been satisfied.

It has therefore been agreed to amend the N.J.C. sick pay scheme to provide that if any national insurance benefit is payable during such absence it shall be deducted from full salary, paid in accordance with clause 6 of the agreement. Members who are, on medical advice, required to remain away from duty because of contact with an infectious disease, should make sure that a certificate is obtained and that any necessary steps are taken to ensure that they receive any benefit due to them.

HEALTH SERVICE

Special joint committee considers salaries

by G. W. PHILLIPS

AT A MEETING of the Administrative and Clerical Staffs Council on March 16, a joint negotiating committee was set up to consider the staff side's proposals for a 20 per cent all-round increase in salaries for staff in the General, Clerical, Higher Clerical, and A.P.T. grades, together with the management side's counter-proposals. The first meeting of the joint committee was held on April 17, and the second on April 28, after this journal had gone to press.

The joint committee is also charged with negotiating the salaries of senior ungraded staff. Discussions on all claims are to proceed concurrently and both sides of the Council have agreed on the need for an early settlement.

Deputy secretaries—Salary scales already agreed for deputy secretaries may now be implemented by management committees controlling only one hospital in groups of over 20 points, where the

secretary also holds the posts of finance officer and supplies officer, provided that the deputy secretary acts as his second-in-command for all aspects of his work.

Appeals committee—A constitution has been agreed for an appeals committee of the Council, to hear cases referred to it after failure to agree at regional level. When appeals concerning officers employed in Scotland are being heard, the committee will normally meet in Scotland. It is considered desirable that the officer concerned should attend the hearing whenever possible.

Professional and technical staff

No agreement was reached at a meeting of the Professional and Technical Staffs "A" Council on April 6 on the claim for an immediate cost of living increase in the present salaries of staff whose salary scales were formerly settled by the Joint Negotiating Committee (Hospital Staffs). It was, therefore, decided to submit the matter to arbitration, and it is expected that the hearing will take place within a month.

Engineers: Engineers at local authority institutions where there are "joint user" arrangements have now been brought within the purview of the Professional and Technical Staffs "B" Council, and their salaries and service conditions are being considered. The staff side of this Council has decided to seek increases in the present salaries of hospital engineers to offset the increase in the cost of living since the scales were negotiated.

Hospital clerks of works: Proposed salary scales for hospital clerks of works have been agreed by the staff side and will be submitted immediately.

Nurses and midwives

The Nurses and Midwives Council has published revised rates of pay for senior grades of staff in maternity hospitals and homes. Branches have been sent copies of N.M.C. Circular No. 13, which sets out the scales and notes for guidance on allowances for annual and sick leave; discontinuance of salary ranges; definitions of certain grades; method of determining beds for salary purposes; extern midwifery work; midwifery service allowance; additional payment to midwives employed in the treatment of venereal diseases; matrons' uniforms; and various matters peculiar to Scotland.

Dental officers

The Dental Whitley Council has recommended salary scales and conditions of service for dental officers and chief dental officers employed full-time by local authorities, the scales to operate from October 1, 1950, and the service conditions from April 1, 1951. Details are set out in D.N. Circular No. 1, copies of which have been sent to branches. The salary scales are:

Dental officers: £800 × 50—£1250, the employing authority having discretion to

allow one increment for each year of experience in practice up to a maximum of five years.

Chief dental officers:

Population not exceeding	Salary scale
100,000	£1250 × 50—1300
150,000	1250 × 50—1350
250,000	1250 × 50—1400
400,000	1250 × 50—1450
600,000	1250 × 50—1550
over 600,000	At discretion

National consultative committee

At a meeting of the National Consultative Committee for health staffs held on March 31, L. BEVAN and F. JOHNSON, M.B.E., were re-appointed chairman and vice-chairman for the ensuing year. Among matters considered and decisions reached were:

Salaries claim—Progress made in the negotiations for a general increase in salaries for administrative and clerical staff was reported, and it was noted that Mr. Bevan, the chief organisation officer, and the national officer for health staffs were all members of the negotiating committee appointed by the Administrative and Clerical Staffs Council.

Qualifications for administrative and professional staff—Agreement was reached on recommendations to be made to the National Executive Council as to the qualifications which should be recognised as appropriate to staff covered by the Administrative and Clerical Staffs Council. The special sub-committee appointed by the National Consultative Committee is to consider further whether certain qualifications are appropriate to staff employed in the national health service.

Hospital almoners—It was reported that on March 1 the Institute of Almoners had opened a supplementary register for certain almoners at present employed in the national health service, who do not hold the Institute's own certificate of qualification. The supplementary register will close on December 31. It was decided to request the Institute to receive a deputation, after the publication of the Cope Committee's Report, to discuss some of the conditions for admission to the supplementary register.

King's Fund scholarships—It was reported that the offer of long-term scholarships at the administrative staff college had been announced, and that details had been sent to branches.

National Insurance (Industrial Injuries) Act 1946—The committee considered regulations prescribing tuberculosis as an industrial disease under the Act in relation to nurses, and certain other employees in the national health service, who contract the disease as a result of close and frequent contact with tubercular infection in the course of their duties. Although clerical and administrative staff are not covered by the regulations, any case of a member of the Association contracting tuberculosis where it is alleged to be directly due to his employment should be reported to the district organisation officer.

Readers' Forum

THE LEADING ARTICLE in the April "L.G.S." on the salaries claim contained some strange statements about the need for secrecy in pay discussions. The general inference was that it is to the advantage of the members not to know what is going on in the National Joint Council.

The writer states that it is essential that the negotiators should have a "free hand." We know what this free hand usually means. Trade unionists should realise that they are asking for trouble if they elect "leaders" to think for them, since this is only necessary when the members cannot think for themselves. Delegates are not leaders: they must do what they are told to do by the majority, and if they do not, it is for the members to elect real delegates.

It was unfortunate that the name of the writer of the article did not appear, for the short paragraph concerning freedom of speech which is published every month surely presupposes that we should wish to know who is taking advantage of it.

P. J. MCHALE.

57, Station Road,
Kings' Heath, Birmingham, 14.

Does Mr. McHale really believe that rational negotiations could be conducted by 150,000 local government officers and 40,000 councillors, or that it would be to the advantage of the officers to publish every detail, thereby encouraging councils and public to bring pressure to bear on their representatives to resist concessions? And how can a negotiator do his job if his hands are tied by a precise mandate? Acceptance of Mr. McHale's theories would simply mean that we should never get agreement about anything. As to the leader-writer, "L.G.S." follows the practice of all reputable newspapers and periodicals in preserving editorial anonymity. But the editor accepts responsibility for—though he may not always agree with—everything published in the editorial columns.

Whitleyism—or force?

MR. SIMON'S letter about Mr. Davis's article on "Whitleyism" brilliantly sums up NALGO's weakness.

In June 1948, "Critic" wrote in "L.G.S.": "If then, of the three weapons a trade union can wield, the strike, agitation and propaganda, and the black list, NALGO has eschewed the first, been timid in using the second and has not yet developed the third, what sort of position are we in to bargain with the employers through the Whitley or any other machinery?"

Mr. Davis replies: "Employers will listen to reason." (That is, we can go cap in hand—perhaps helped by the accident of a national manpower shortage which, independently of NALGO, has caused many employers to raise salaries of at least their lower-graded staff.) This policy inevitably leads to the following chain of arguments:

1. We depend on employers' good will;
2. Therefore, do everything possible to please the employers (stop your campaign on January 16, abandon "Charter as a Minimum" on January 17);
3. Ask for less than we are entitled to;
4. Let the employers know that, even so, we are prepared to compromise (claim = 50% of deserts, award = 50% of claim = 25% of deserts);
5. Fight hard to convince the employers that members will accept anything negotiated ("be loyal to your negotiators—though you may never have heard their names");
6. To convince the members that the best possible results have been obtained, put over to them the employers' arguments. (for corroboration, ask any former Conference delegate).

The alternative must be clear: follow "Critic's" advice, and use NALGO's strength; and follow scores of other trade unions, and negotiate in public, so that staff side members stand before the employers as our spokesmen, instead of coming to us as employers' apologists.

PETER ROSENFELD.

Wolverhampton.

Mr. Rosenfeld suggests that our present policy results in our securing only 25 per cent of our deserts. Does he really believe that we deserve a General Division maximum of £1,440 a year? Both he and Mr. Simon challenge the possibility of securing improvements by force of argument and would substitute the argument of force and preach the Marxian doctrine of the class struggle, based upon the alleged permanent and irreconcilable hostility of the employer and the worker. Yet men and women of good will can reach reasonable compromises; and there are employers willing to concede the fair wage. The test of Whitleyism is whether members are better off than they would have been had the "leadership and activity of the rank and file," which Mr. Simon rightly deemed important, been confined to direct negotiation with individual employers. Those with practical experience of the working of Whitley Councils, with rights of appeal hitherto unknown, have no doubt that, while we do not get all our own way, we get more of our own way than we should do without them.

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Boots' library subscriptions

Members who take advantage of the special rate of subscription to Boots' Booklovers' Library are reminded that renewals fall due on May 1. Forms are available from branch secretaries or direct from Headquarters.

NALGO holiday guide for 1951

The NALGO holiday guide is compiled from addresses of holiday establishments which have been recommended by members. It is quite reliable, and is essential when holiday planning. Copies may be obtained from Headquarters, price 9d., including postage.

Home and continental holidays

The Special Activities department has prepared a fine programme of holidays at home and abroad. If any member is still wondering what to do or where to go for a holiday, the NALGO special holiday programme may be just what he requires. Headquarters will send a copy on request.

A research fellowship

Once again, Nuffield College is inviting applications for the Gwilym Gibbon Research Fellowship into problems of government. The appointment, which runs for 12 months, is open to officials of local as well as central government, but last year most of the applicants were civil servants. It is hoped that this year more local government officers will apply. Preference is given to applicants with experience of public service, and a wide choice of subjects is allowed. Details can be obtained from Nuffield College, 19, Banbury Road, Oxford—and applications should be submitted before May 21.

Pass books for audit

Audit of Provident Society pass books commenced on April 23. Members are asked to send their books, either through their local correspondents or direct to Headquarters, in accordance with the following programme:

District	Period
Scotland, Eastern, North Eastern and South Western	April 23 to May 19
North Western and North Wales	May 21 to June 2
East Midland, West Midland and Yorkshire	June 11 to 30
Southern, South Eastern and South Wales	July 9 to 21
Metropolitan	July 30 to August 11

Books not sent at the right time may be delayed in their return.

Building Society pass books have already been requested from the members individually. Members who have not received a request should submit their pass books for audit now.

Cefn-y-Mynach

NALGO's private hotel, "Cefn-y-Mynach," College Avenue, Rhos-on-Sea, Colwyn Bay, North Wales, will re-open for the summer season on May 5.

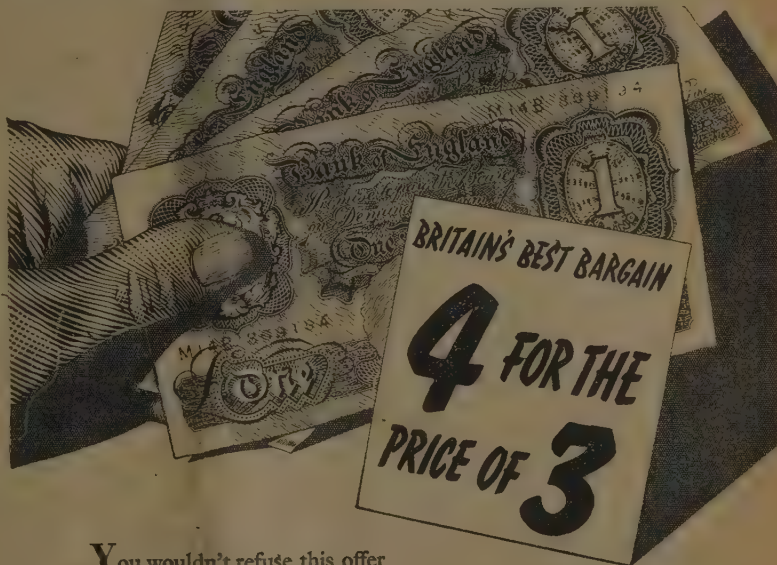
This comfortably furnished hotel, which is only two minutes walk from the sea, has central heating, hot and cold water in all bedrooms, a billiards room, hard tennis court, covered garage accommodation, and a large attractive garden. It has a

three star A.A. and R.A.C. rating, and is the ideal centre for the tourist who wishes to visit the beauty spots and picturesque villages of North Wales.

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June and Sept.	6	6	0	2	16	0	4	7	6
July and Aug.	7	17	6	3	10	0	5	10	3

There is a service charge of 7s. 6d. a week for adults and 5s. a week for children. Garage accommodation is 5s. a week. All enquiries should be addressed direct to the manageress at the hotel.



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Education notes

by K. S. CARTER

DOUBTLESS many of the nineteen hundred candidates who sat the first Clerical Division examination of the Local Government Examinations Board last month are already considering preparation for the Intermediate Administrative examination.

The first one will be held in October, 1951, and members entering for it are advised to choose their optional subjects with special care. The examination will demand a high standard, and candidates will be wise, therefore, to take subjects in which they are interested: their study may otherwise prove tedious and their answers to the examination questions unoriginal in consequence. Candidates with little time to study should also bear in mind that some optional subjects relate more closely than others to the compulsory subjects in the syllabus, and also have a closer link with optional subjects for the final examination.

Members who do not feel confident enough to take the intermediate examination this year should not, however, let their reading lapse. They should keep the "study habit" alive because, although the date of the second examination has not yet been announced, it may be earlier than October 1952.

Oxford summer school

We are receiving a steady flow of enrolments for the Oxford summer school, to be held from June 30 to July 14, but all places have not yet been taken, and we are hoping to hear that more branches are offering financial assistance to would-be students. The fee for members is £7 17s. 6d. a week.

A preliminary analysis of members' suggestions for study groups shows a marked interest in education, local government finance, the health services, and internal administration (including the committee system). Groups on these subjects are therefore likely to be among those on the programme.

Scottish notes

by JOHN L. ROBSON

NEGOTIATIONS on the 20 per cent salaries claim are still proceeding in the National Joint Industrial Council, and it is hoped that a comprehensive statement will be made at the next meeting of the district committee at Stirling on May 5.

The following representatives have been elected to the staff side of the J.I.C. for the ensuing year: D. Galbraith; T. Spence; J. Penny; Miss Hilda Monaghan; C. Law; and the district organisation officer.

Presidential tour

Arrangements are now complete for the visit to Scotland of the President, E. L. RILEY. The ten-day tour will commence in Stirling on May 4, where, the following day, the President will address the district committee. From there he will go on to Glasgow, Forfar, and Aberdeen, and will spend the last three days in Orkney and Shetland. This will be the first time in the Association's history that the President has included the islands in his tour.

Summer school

This year's summer school, which opens

at St. Andrews University on August 25, promises to be successful. A number of English students have already enrolled and Scottish branches are doing much to stimulate interest in the school. Kirkcaldy and Dumbarton burgh councils are allowing students leave of absence, and it is expected that other authorities will also grant this concession.

The lecture syllabus will include: T. R. INNES, M.A., Glasgow University, on Central and Local Government; C. FREEMAN, B.Sc. (Econ.) London, Glasgow University, on Authority and Freedom; and H. S. PHILLIPS, PH.D., Board of Trade, on Scotland as an economic unit.

Training for promotion

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Justice and Administrative Law

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BAITING the public services is a familiar pastime; one of the favourite sticks is found in the practice of delegated legislation. Parliament enacts in broad outline, and authorises Ministers to fill in the voluminous detail; further, it entrusts the interpretation of parts of the law to tribunals outside the established courts. These tendencies, though by no means new, have recently been much expanded, and some lawyers have raised a clamour against them as depriving parliament of its authority and the citizen of his rights. It is not a party issue: the practice is equally common whatever the colour of the parliamentary majority, and it was at its height under the wartime coalition.

Professor Robson, in the third edition of his study of "the acquisition of judicial powers by the great departments of state and by various other bodies and persons outside the courts of law," takes a dispassionate and realistic view of the tendency. He describes the multifarious bodies which have been set up to exercise these powers and makes a case for standardising and rationalising their structure and procedure.

Good English

by G. H. Vallins.
Pan Books. 2s.

A cheap book on writing good English is to be welcomed, but the content of this one is not so "popular" as its price. Don't give it to beginners, for they will weary long before they have read enough to do them good. But for experienced writers, Mr. Vallins is informative, readable, and, for the most part, convincing.

South-East England

by Richard Wyndham and Ronald Jessup. Batsford. 12s. 6d.

The late RICHARD WYNDHAM, whose work has been revised by his fellow painter, RONALD JESSUP, takes us on a haphazard tour through Sussex and parts of Surrey and Kent. They make the ramble a friendly, informal affair, commenting on anything that takes their fancy, scenic, historical, or culinary, with equally good-natured zest.

Seaside England

by Ruth Manning-Sanders.
Batsford. 15s.

Wider ground is covered by RUTH MANNING-SANDERS. Her emphasis is on social manners (like those relating to bathing clothes, or the lack

of them) or on such background material as the medical ballyhoo which laid the foundation of the popular seaside resorts. She often quotes excessive material to prove a scarcely contestable argument. She lacks the skill of the authors of *South-East England* in conveying in a few words the essential quality of a place.

Local Government and Local Finance

by Sir Cecil Oakes & W. L. Dacey.
Sweet & Maxwell. 45s.

This is the ninth edition of an old-time classic (dating from 1884 and now brought well up to the minute) by SIR ROBERT S. WRIGHT and the RT. HON. HENRY HOBHOUSE. It covers England and Wales, except London, and provides a solid, legalistic survey suitable for students and administrators, but not for the general reader. NALGO members will value the chapter containing the first comprehensive account of negotiating machinery in local government.

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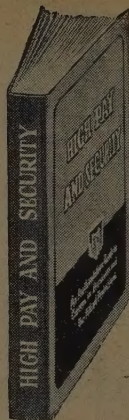
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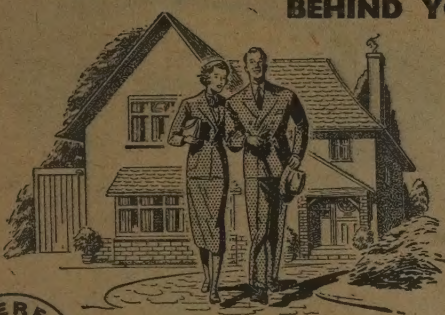
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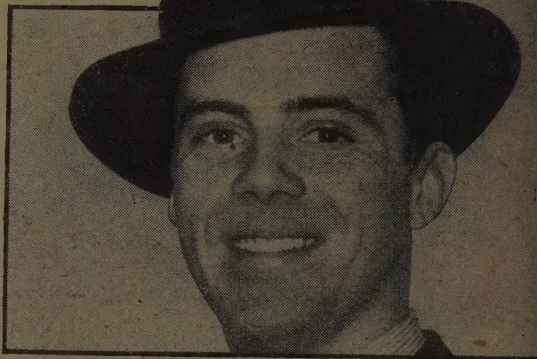
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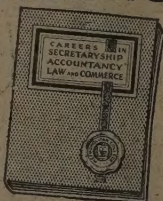
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